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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 52 | NO 8 | OCTOBER 2005 OCTOBRE | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Symposium to Spotlight First Nations' Issues

GOVERNANCE and cultural issues at First Nations' post-secondary educational institutions will be examined at a national symposium in November sponsored by the University of Regina Faculty Association's aboriginal advisory group, in conjunction with the association and CAUT.

"We will be looking at the relationship between First Nations' political and educational institutions, as well as between First Nations' cultural values and academic cultural values," said Randy Lundy, head of English at the First Nations University of Canada and a respected First Nations poet.

Blair Stonechild, head of indigenous studies at FNUC, will open the symposium with a talk on governance issues at First Nations' institutions. His talk will be followed by a panel on governance featuring Priscilla Settee, director of the indigenous peoples program at the University of Saskatchewan, Harvey McCue, First Nations educator and one of the founders of the Native Studies Department at Trent University, and Eber Hampton, former president of FNUC and currently professor of business administration at the University of Regina,.

David Newhouse, chair of native studies at Trent University, will give the keynote address exploring the relationship between cultural values of the academy and those of First Nations. The follow-up panel will include Verna St. Denis, associate professor of education at the University of Saskatchewan, Peter Kulchyski, head of native studies at the University of Manitoba, and Bea Shawanda, First Nations educator and leadership training consultant.

Sessions will be chaired by University of Regina professor Denise Henning, former vice-president academic at the First Nations University of Canada, and Jo-Ann Episkenew, associate professor of English at FNUC.

"We welcome participants from universities and colleges across Canada," Lundy said.

The symposium will take place Nov. 10 at First Nations University in Regina. There is no registration fee. ■

More information at www.urfa.uregina.ca.

United Call for Dedicated Education Transfer

EDUCATION unions and student organizations from Quebec and English Canada have joined forces to support a new dedicated federal transfer for post-secondary education.

In a letter issued earlier this month to provincial ministers of education, CAUT, the Canadian Labour Congress, the Canadian Federation of Students, the Centrale des syndicats du Québec, the Confédération des syndicats nationaux, the Fédération étudiante universitaire du Québec, the Fédération québécoise des professeures et professeurs d'université, and the National Union of Public and General Employees, called on the provinces to press Ottawa for increased university and college funding through a new standalone transfer.

"Affirming and respecting provincial jurisdiction over education, and recognizing the historical role of the federal government in providing funding for post-secondary education, we are asking the ministers of education to call on the federal government to reestablish transfers based on a measure linked to the Gross Domestic Product," the letter states.

In addition, the letter calls on provincial governments to use the new funding to improve access to, and the quality of, post-secondary education.

"We are asking the ministers of education to publicly commit to ensuring that increased funding will be directed to support the following objectives: facilitating accessibility to post-secondary education for all qualified individuals, without financial or geographical barriers; promoting quality teaching; offering a range of programs of studies; fostering academic freedom that encourages the pedagogical and intellectual independence of teachers and supports free and independent research; and, supporting collegial governance and public administration of institutions."

CAUT executive director James Turk said both the idea of a separate fund for post-secondary education and the set of objectives outlined in the letter have long been key demands of CAUT.

"This is a major step forward in getting educators and students in Quebec and English Canada to agree on a common approach to federal funding of universities and colleges," said Turk. ■

Les ministres de l'Éducation sont appelés à s'engager publiquement

PLUSIEURS organisations étudiantes et syndicats du secteur de l'enseignement du Québec et du Canada anglais ont uni leurs forces pour revendiquer la création d'un nouveau transfert fédéral aux provinces réservé à l'enseignement postsecondaire.

Dans une lettre adressée ce mois-ci aux ministres provinciaux de l'éducation, l'ACPPU, le Congrès du travail du Canada, la Fédération canadienne des étudiantes et étudiants, la Fédération québécoise des professeures et professeurs d'université, la Centrale des syndicats du Québec, la Confédération des syndicats nationaux, la Fédération étudiante universitaire du Québec et le Syndicat national des employées et employés généraux et du secteur public appellent les gouvernements provinciaux à presser Ottawa d'accroître le financement des universités et des collèges par l'instauration d'un fonds autonome distinct.

« Affirmant et respectant la compétence provinciale en matière d'éducation et reconnaissant le rôle que le gouvernement fédéral a toujours joué dans le financement de l'enseignement postsecondaire, nous demandons aux ministres de l'Éducation des provinces de réclamer du gouvernement fédéral qu'il rétablisse les transferts fédéraux en fonction d'une mesure liée au produit intérieur brut », indique la lettre.

Les auteurs du document demandent en outre aux gouvernements provinciaux d'utiliser le nouveau fonds pour améliorer l'accessibilité à l'enseignement postsecondaire et en rehausser la qualité.

« Nous demandons aux ministres de l'Éducation de s'engager publiquement à faire en sorte que le financement public accru serve à la réalisation des objectifs suivants : favoriser l'accessibilité des études postsecondaires à toutes les personnes qualifiées, sans obstacles d'ordre financier ou géographique; promouvoir un enseignement de qualité; offrir un éventail de programmes d'études; favoriser la liberté académique qui assure l'autonomie pédagogique et intellectuelle des enseignants et qui soutient la recherche libre et indépendante; soutenir la direction collégiale et une gestion publique des institutions. » ■

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University of Alberta (AASUA) — $31,700
Université de Moncton (ABPPUMCE) — $2,750
University of British Columbia (UBCFA) — $25,000
University of Northern British Columbia (UNBCFA) — $2,000

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Fair Employment Week
24–28 October 2005

CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

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The *CAUT Bulletin* is published each month September through June. Average distribution 40,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Career ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

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Le *Bulletin de l'ACPPU* est publié chaque mois, de septembre à juin. Tirage moyen : 40 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces d'emplois et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.acppu.ca.

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PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

NEWS ACTUALITÉS

Ontario's Research Fund Draws Fire

A NEW university research chair program unveiled by the government of Ontario is coming under fire from the province's academic community.

The Ontario Confederation of University Faculty Associations is criticizing the $25 million program designed to fund eight research chairs on public policy issues because professors currently working in the province aren't eligible for the appointments.

"There is a double irony to this program," said OCUFA president Michael Doucet. "One would expect the Ontario government, which has provided the funding, would want some familiarity and expertise with provincial issues given that these positions were designed to be research policy chairs whose findings and analysis would potentially inform government policy development.

"And it is passing strange that Ontario academics are eligible to hold Canada Research Chairs but are explicitly excluded from holding Ontario research chairs. Why one but not the other?"

The government and the Council of Ontario Universities, which jointly developed the rules of the program, have struggled to defend their decision to bar Ontario academics from applying for the chairs.

"What we didn't want were Ontario universities raiding each other," council vice-president Jamie Mackay said of the policy. "That doesn't make the jurisdiction of Ontario any stronger."

Ontario's minister of training, colleges and universities said there was no intention to disparage the province's professors.

"I'd put our professors against anybody's," Chris Bentley said. "At the end of the process we'll have eight more. That's the key."

But others say the message being sent out is that there are no leading-edge thinkers among the ranks of the province's faculty.

"They might be thinking they're attracting the most brilliant academics from around the world, but what they're saying is that in Ontario we don't have any brilliant minds," said NDP education critic Rosario Marchese.

Under the program, the government of Ontario will provide $25 million to fund endowments that universities can invest, using the returns to pay the chairs.

Universities have until mid-October to submit applications for the chairs. Candidates, appointed for renewable seven-year terms, are to be approved by Jan. 1, 2007. ■

LETTERS

Cling to the Vision

Once again CAUT president Loretta Czernis has come through with an insightful piece ("Inspire Students with Straight Talk," *Bulletin*, Sept. 2005), typical of her columns.

However, it is difficult at public institutions to keep up the high level of intellectual commitment she so eloquently espouses. When my university [Regina] was getting going in the 1960s, our mission statement was headed by a quotation attributed to Socrates, "The unexamined life is not worth living." The mission statement that followed put flesh on those bare bones.

Today, both are gone. Probably too much for the Philistines to accommodate. Pity!

But on a more cheerful note, the more academics buy into the frame of mind that Czernis puts forward, the more the university will fulfill its mission, and, in time, hopefully, turn from the fate so brilliantly warned against in John Ralston Saul's 1995 Massey Lectures *The Unconscious Civilization*.

Let's hope for the best.

JACK BOAN
Professor Emeritus
Economics
University of Regina

Programme des chaires de recherche vivement critiqué

LE nouveau programme des chaires de recherche annoncé par le gouvernement de l'Ontario suscite des critiques véhémentes de la part de la communauté universitaire de cette province.

L'Union des associations des professeurs des universités de l'Ontario (UAPUO) condamne le programme de 25 millions de dollars destiné à financer huit chaires de recherche sur des questions relevant de la politique publique, parce que les professeurs en poste dans les établissements de la province ne sont pas admissibles à ces chaires.

« C'est qu'il y a dans ce programme une double ironie », explique le président de l'UAPUO, Michael Doucet. « On s'attendrait à ce que le gouvernement de l'Ontario, qui octroie les fonds, exige que les titulaires des chaires possèdent une connaissance et une expérience significatives des questions provinciales, étant donné que ces postes ont été créés pour mettre en place des chaires de recherche sur la politique publique qui, grâce aux conclusions et aux analyses qui en résulteraient, pourraient guider le gouvernement dans l'élaboration de ses politiques. »

« Et il est fort étrange que les universitaires de l'Ontario puissent devenir titulaires des chaires de recherche du Canada mais qu'ils soient explicitement exclus du programme de chaires de l'Ontario. Pourquoi l'un mais pas l'autre? »

Le gouvernement et le Conseil des universités de l'Ontario, qui ont tous les deux établi les règles du programme, ont eu peine à défendre leur décision d'exclure les universitaires de la province des candidats admissibles aux chaires de recherche. À cet égard, le vice-président du Conseil, Jamie Mackay, a déclaré : « Ce que nous voulions éviter, c'est que les universités ontariennes fassent du maraudage. La compétence de l'Ontario ne se trouve pas pour autant renforcée. »

Selon le ministre ontarien de la Formation et des Collèges et Universités, Chris Bentley, il n'y a jamais eu d'intention de déprécier les professeurs de la province. « Bien au contraire, je n'hésiterais pas une seconde à faire rivaliser nos professeurs avec ceux de n'importe quel autre établissement. À la fin du processus, nous en aurons huit de plus. C'est là la clé. »

Mais d'aucuns estiment que le message transmis est que le corps professoral des universités ontariennes ne compte aucun penseur de premier plan.

« Ils croient peut-être attirer les universitaires les plus brillants de la planète, alors qu'en fait ils proclament au monde entier que l'Ontario est dépourvu d'esprits brillants », soutient le porte-parole néo-démocrate en matière d'éducation, Rosario Marchesse.

Dans le cadre de ce programme, le gouvernement de l'Ontario allouera à la création de chaires de recherche une somme de 25 millions de dollars que les universités pourront investir et faire fructifier pour financer les chaires.

Les universités ont jusqu'à la mi-octobre pour soumettre des demandes de chaires. Le choix des titulaires, lesquels sont nommés pour des mandats renouvelables de sept ans, doit être approuvé au plus tard le 1er janvier 2007. ■

Irish Teachers Say 'No' to OECD Reforms

THE largest union of post-secondary teachers in Ireland is urging the government to reject the recommendations of an OECD review of the country's tertiary education system.

The OECD report, presented to the Irish government late last year, calls for sweeping reforms to the country's higher education system, including the reintroduction of tuition fees, a greater emphasis on the commercialization of research, and a weakening of the tenure system.

At a conference held in Dublin last month, the Teachers Union of Ireland sharply criticized the OECD report as "profoundly unsuited to the conditions of Irish society."

"An underlying principal of the OECD report is that higher education should operate and be managed according to commercial imperatives," said union president Paddy Healy. "We trenchantly oppose any dilution of the core ethic of education as a social good and insist that there must be no erosion of tenure among staff or of academic freedom."

He also flatly rejected the recommendation that tuition fees, abolished by the Irish government in the 1980s, be re-established. "It is simply untrue that the abolition of fees has failed as a policy. In fact, it has been a resounding success. It is the paucity of resources that remains a factor in the failure to attract more learners from non traditional backgrounds."

CAUT's associate executive director David Robinson — one of two international speakers invited to the conference — warned that adopting many of the OECD's recommendations could potentially open up Ireland's tertiary education system to the rules of international trade agreements, like the General Agreement on Trade in Services.

"Ireland has already taken commitments in the GATS for private education services," Robinson said. "While this would seem to exclude public education, the danger is that by further blurring the distinction between public and private, the OECD recommendations could lead to an interpretation that Irish higher education institutions are in fact covered by GATS. That could lock-in and intensify the pressures of privatization and commercialization."

In response to Robinson's concerns, the union has asked the government to assess the potential impact under international trade agreements of any future changes to Irish higher education. ■

Version française à la page A5.

COMMENTARY
TRIBUNE LIBRE

Halls of Academia No Place for Differentiated Staffing

WE have often been told that post-secondary institutions are inherently hierarchical. However, after a century of struggle to democratize higher education, it is becoming clear that the most fruitful model for the future is a co-operative institution in which the discovery and dissemination of knowledge and creative activity are the common endeavours.

Nowhere is this more relevant than in the relations between tenure-stream faculty and contract academic staff. Thirty years ago, unlike today, only a small percentage of undergraduate teaching was done by contract academic staff. That changed in the 1980s as employers responded to government underfunding by greatly increasing the percentage of (particularly undergraduate) teaching done by contract academic staff. These staff members were paid inadequate salaries, with virtually no benefits and no opportunities to undertake research, creative activity or service.

More recently, employers have been pushing to create "teaching-only" full-time positions, with heavier teaching duties than considered historically appropriate and little time and few resources for research and service. Despite the additional workload, faculty in these positions are often paid less than regular-stream faculty.

To their credit, CAUT and its member associations have increasingly been reacting with a recognition that this double movement — towards more per-course and full-time teaching-only positions — will destroy our historic model of the "academic job" if left unchecked.

In fact, we have been rediscovering the idea that "academic work" is the same, regardless of the nature of the contract. Teaching and research are intimately connected, and so too, securely-employed tenured faculty and contract academic staff have many common interests. Both recognize that excellence in teaching requires that the academic staff member have an active mind, one that has been honed by active engagement in research and creative activity. Further, academic programs and institutions can only thrive if they are governed by active teacher-scholars. In many of our institutions we have witnessed administrators that try to turn academic programs over to non-academics, and the results are often unsatisfactory.

In his celebrated work on post-secondary education, Ernest Boyer speaks of a number of types of scholarship, such as the scholarship of teaching and the scholarship of discovery — but the important point is that they are all related forms of scholarship.

There is also increasing discussion about improving "research-based teaching" at the undergraduate level. We can and will do this every day, if continuing appointments that recognize teaching, research and service are the norm in the post-secondary sector. All teaching should be research-based, but this can only be the case if academic staff have the opportunity to conduct (and are compensated for) their research and creative activity and participate in the governance of our institutions.

In addition to resisting the introduction of new teaching-only positions and winning support for contract academic staff research and service work in negotiations, academic staff (part-time and full-time, on contract and those with job security) can work together on this common interest during Fair Employment Week, which will be held Oct. 24–28 in most parts of Canada.

Academic staff associations are encouraged to find creative ways to educate the campus and broader community about the important contribution contract academic staff make to the quality of education at our post-secondary institutions. Whether it's distributing peanuts to draw attention to low salaries, or stuffing as many contract academic staff as possible into a shared office, or holding a forum to showcase scholarly activity, there are plenty of things associations can do. The message is even more powerful if colleagues of all ranks and contract status participate in the campaign.

Despite what we may have been told in the past, it is becoming increasingly clear that the interests of tenure-track and contract academic staff are more common than different. We all strive for excellence in higher education and recognize that this can only be achieved by academic staff who teach, do research and creative activity, and provide service. Each of these activities enriches the others, and we are coming to understand that a division of labour that assigns one or two of these roles to some staff and not others is a disservice to academic staff, our students, our institutions and society as a whole. ■

Commentary contributed by CAUT's Contract Academic Staff Committee.

Où s'en va notre Université? Il est temps de réagir

PHOTO: JACQUES BEAUCHESNE/UNIVERSITÉ DE SHERBROOKE

Par CAROLE BEAULIEU

L'ENTENTE de collaboration annoncée en février 2005 entre Ubisoft, un éditeur de jeux vidéo et l'Université de Sherbrooke dans le domaine de la formation universitaire a fait couler beaucoup d'encre autant à l'intérieur de notre institution qu'à l'extérieur. Plusieurs se questionnent sur l'emprise du privé dans le monde universitaire alors que la gestion de nos universités s'apparente de plus en plus à celle de l'entreprise privée.

Dans un bref article intitulé « Corporate culture nets big bucks for universty heads » et publié dans la prestigieuse revue scientifique *Nature* en avril 2005, E. Marris déplore l'écart salarial grandissant existant entre les professeures et professeurs d'université et leurs dirigeants. On sait que la rémunération des cadres académiques à l'Université de Sherbrooke a aussi connu un bond spectaculaire au cours des dernières années. À titre d'exemple, alors qu'il y a douze ans, le recteur de l'Université de Sherbrooke recevait un traitement de base de 1,55 fois celui d'un professeur ou d'une professeure titulaire à l'échelon le plus élevé, la rémunération de base du recteur est maintenant passée à plus du double de celle d'une professeure ou d'un professeur titulaire en fin de carrière. Ce phénomène est inquiétant en ce sens qu'il démontre l'adoption par l'Université d'un style de gestion calqué sur le modèle d'entreprise. Les dirigeants universitaires ne sont donc plus vus comme des pairs accomplissant une tâche d'intérêt communautaire, mais comme des cadres d'entreprise ayant le mandat d'assurer coûte que coûte la rentabilité de l'institution.

Plus de chefs que d'indiens

Non seulement y a-t-il un gouffre entre la rémunération de nos administrateurs et celle des professeures et professeurs, mais la structure hiérarchique de l'Université de Sherbrooke s'est alourdie de façon exponentielle sous la direction du recteur Béchard. Ainsi, la masse salariale régulière prévue au rectorat pour 2005–2006, donc pour des postes récurrents, a fait un bond prodigieux de près de 23 % par rapport au budget de l'année

Voir UNIVERSITÉ à la page A10 ☞

Fallacies in First Nations-White Relationship

By BLAIR STONECHILO

I WANT to address two fallacies — that "white people have no right to interfere in First Nations business" and that First Nations leaders "should be allowed to learn from their own mistakes."

The following are quotations from Judge David Arnot's "Statement of Treaty Issues: Treaties as a Bridge to the Future," Saskatoon: Treaty Commissioner for Saskatchewan, 1988:

"Certain words and phrases in the First Nations' languages contain concepts of how First Nations would live together and build relations among themselves, and with others such as with the Crown and her subjects. In Cree these concepts include *Askeew Pim Atchi howin* (making a living off the land); *Wah kooh toowin* (laws of familial relationships and the respective duties and responsibilities); *Meyo Weecheh towin* (principles of good relations); and *Wi Taski Win (living on the land* in harmony).

"The concepts and principles of good relations expanded the circle to include family, community, and other First Nations, and beyond that to relations with the newcomers. These principles embodied the essential elements for constructing good relations.

"There were also well established spiritual traditions, which became an essential part of creating diplomatic and trade relations with the Europeans ... Both parties had committed themselves to a mutual life-giving relationship. The nature of the treaty relationship is familial as well. (p. 13)

"Brother to Brother Relations: Treaty First Nations saw the treaty arrangements as a partnership in which the two parties live together as brothers side by side. They emphasized that the treaties were made in an atmosphere of mutual respect, and that the parties made solemn commitments to live in peace and to help one another.

"They also stressed that the treaties began a relationship which requires that both parties benefit, that both parties are involved in decision-making, and that consultation occurs regularly to ensure that the relationship remains strong. (p. 41)

"It [the federal government] recognizes that the treaties define fundamental aspects of the continuing relationship between Canada and Treaty First Nations and that they are important instruments guiding the way to a shared future for First Nations and other Canadians." (p. 63)

The above quotations are based upon elders' interpretations of treaties and make it clear the intention of First Nations was to develop a close partnership with European settlers based upon mutual respect and assistance. From that perspective, the attitude of many federal and provincial officials today (including Indian Affairs, provincial politicians and some university administrators) that "First Nations need to be allowed to make their own mistakes and learn from them" is not in correspondence with the relationship intended above.

If one is part of a family, is it appropriate for parents or siblings to say "let her make her own mistakes and she can learn from them?" Of course not. Responsible families care for one another and seek to offer advice and protection when needed.

The relationship between governments and First Nations has gone from one extreme to the other since the 1970s. First Nations went from living under a dictatorial system in which they weren't allowed to make any of their own decisions, to a situation today where government officials are hesitant to make any criticisms or try to intervene in any *way to correct mistakes that First Nations' officials make.*

But what type of situation is created when one's family or the authorities dismiss poor or malicious decisions by simply saying: "That's okay that you made a mistake. We won't say anything or do anything anyway. Hopefully you *will* learn from your mistakes." It should come as no surprise then that some First Nations' leaders and organizations would begin to misuse government funding because they realize there will be little or no consequences.

It is essential that First Nations' leaders be held accountable for their actions, including what has happened at the First Nations University of Canada. In light of the above elders' interpretation, it is certainly not against the spirit of the treaties for mainstream society's officials to become involved in giving advice on what the problems are and how they can be rectified.

Everyone is in real trouble when First Nations' leaders in positions of power, who are not experts in such matters, nonetheless think they can create a better university without input or advice from "outsiders."

Much of the success experienced by the First Nations University (formerly Saskatchewan Indian Federated College) is simply because of a willingness to learn from "siblings" in the type of treaty relationship described above. ■

Blair Stonechild is head of Indigenous Studies at the First Nations University of Canada.

The views expressed are those of the author and not necessarily those of CAUT. Readers are invited to submit articles for publication. Contact Liza Duhaime (duhaime@caut.ca) for details.

Share the vision?

(Image reproduced with the kind approval of Succession A. de Saint-Exupéry.)

IN SAINT-EXUPÉRY'S *Le Petit Prince*, there is a pivotal moment when the narrator shows the diminutive title character a picture he first drew as a child and is gratified to discover that here is someone who immediately recognizes what many adults in the past have failed to see. He has the ability to see beyond the obvious.

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NEWS

CAUT Calls for Repeal of Anti-Terrorism Act

IN testimony last month before special House of Commons and Senate committees, CAUT called for the repeal of Canada's Anti-Terrorism Act.

"Police and security officials already had all the powers they needed to fight terrorism without the draconian Anti-Terrorism Act," said James Turk, executive director of CAUT. "The act is an unprecedented threat to the civil liberties and long-established democratic rights of all Canadians and must be repealed."

CAUT told the committee the act, like other extreme measures, spreads a cancer of secrecy and arbitrary power through society, breaking down the rule of law and putting those that govern above the governed.

"We drew on the expertise of our members in the many areas of law affected by the Anti-Terrorism Act and concluded it was far more of a threat to Canadians than a benefit," Turk said.

"Democratic societies look back in shame at periods when civil rights and democratic standards were sacrificed as a means to other ends," he added. "We have only to remember the McCarthy era, the internment of Japanese in North America during the Second World War, or the days of the Winnipeg general strike to know the crossroads Canadians stand at now." ■

A copy of CAUT's submission is available at www.caut.ca/en/publications/briefs/2005anti_terrorism_brief.pdf.

Version française à la page A8.

Call for Recommendations for Sarah Shorten Award

CAUT is accepting recommendations for the 2006 Sarah Shorten Award. The award, established by CAUT in 1990, recognizes outstanding achievements in promoting the advancement of women in Canadian universities and colleges.

"Faculty associations, women's committees, or any other interested parties are invited to submit recommendations," said Wendy Robbins, chair of CAUT's Women's Committee, which oversees the award.

"Candidates need not be members of the academic community, but the results of their contributions should have benefited any or all groups of women (faculty, students, staff) in post-secondary education," Robbins added, noting a candidate's achievements may include, but are not limited to, organizational leadership, policy implementation, legislation, publication, educational initiatives, or distinguished service.

"The outstanding quality of the contribution may derive from the result of a single project or activity, or in the accumulation of efforts through consistent involvement over a long period of time and may have been focused locally, provincially, regionally, nationally, or a combination of these," Robbins said.

To recommend a candidate for the award, nominators should submit a letter of recommendation giving a detailed statement about the candidate, including what they consider to be the candidate's contributions to the advancement of women in the post-secondary sector, a curriculum vitae and letters of support.

Recommendations will be received until Feb. 10, 2006 and should be addressed to: Chair, Women's Committee, CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2. ■

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NEWS ACTUALITÉS

Les enseignants irlandais repoussent la réforme de l'enseignement supérieur

Le plus grand syndicat des enseignants en Irlande appelle le gouvernement à rejeter les recommandations faites par l'OCDE dans le cadre de l'examen du système d'enseignement supérieur de ce pays.

Dans le rapport qu'elle a présenté au gouvernement irlandais vers la fin de l'année dernière, l'OCDE recommande de réformer en profondeur le système d'enseignement supérieur du pays et propose, entre autres mesures, de réintroduire les frais de scolarité, de pousser davantage la commercialisation de la recherche et d'affaiblir le système de titularisation.

Lors d'une conférence tenue à Dublin le mois dernier, le syndicat des enseignants de l'Irlande (TUI) a vivement critiqué le rapport de l'OCDE dont la teneur est, selon lui, « totalement inadaptée aux conditions de la société irlandaise ».

« L'un des principes de base sur lesquels repose le rapport de l'OCDE veut que l'enseignement supérieur soit dispensé et gérè en fonction d'impératifs commerciaux », affirme le président du syndicat, Paddy Healy. « Nous nous opposons farouchement à toute dilution du principe fondamental de l'enseignement en tant que bien social et nous soutenons que la titularisation des professeurs et la liberté académique ne doivent être altérées d'aucune façon. »

De plus, il a rejeté catégoriquement la recommandation visant à rétablir les frais de scolarité que le gouvernement irlandais a abolis dans les années 1980.

« Il est tout simplement faux que la politique d'abolition des frais a échoué. En fait, elle a connu un succès retentissant. C'est la pénurie de ressources qui demeure un facteur déterminant de l'incapacité à attirer plus d'apprenants des milieux non traditionnels. »

Le directeur général associé de l'ACPPU, David Robinson — l'un des deux conférenciers internationaux invités à la conférence — a mis en garde contre l'adoption d'un grand nombre de recommandations de l'OCDE qui pourraient entraîner l'assujettissement du système d'enseignement tertiaire de l'Irlande aux règles des accords commerciaux internationaux, tel l'Accord général sur le commerce des services (AGCS).

« L'Irlande a déjà pris, dans le cadre de l'AGCS, des engagements en ce qui a trait aux services d'enseignement privé », précise M. Robinson. « Bien que l'enseignement public semble échapper à l'accord, il existe toujours le danger que les recommandations de l'OCDE, en atténuant davantage la distinction entre public et privé, soient interprétées comme si les établissements d'enseignement supérieur irlandais tombaient effectivement sous l'application de l'AGCS. Cela pourrait intensifier les pressions de la privatisation et de la commercialisation. »

En réponse aux préoccupations de M. Robinson, le syndicat a appelé le gouvernement à évaluer l'incidence possible, dans le cadre des accords commerciaux internationaux, de tout changement futur apporté à l'enseignement supérieur en Irlande. ■

English on page A2.

Tuition Fees Hamper Access to Professional Programs

A STUDY released last month by Statistics Canada shows that big hikes in tuition fees have meant far fewer students from middle class families are attending medical, law or dentistry programs.

The report provides one of the most definitive assessments of the impact of high fees on the participation rates of students from different socio-economic backgrounds, CAUT president Loretta Czernis said.

"The argument we hear from some politicians that fees should continue to rise because there's no impact on participation has been put to rest," Czernis said. "The study confirms what everyone knows: when governments cut funding, and universities and colleges raise fees, qualified Canadians who can't afford to pay the cost simply don't go on. That's unfair and it's unacceptable."

In those provinces where tuition for professional programs rose between the academic years 1995–1996 to 2001–2002, students from upper socio-economic groups were much more likely to pursue professional degrees, the study says. There was a modest increase in participation from the lowest socio-economic class over the same time period, as more bursaries and grants were made available, but participation from the middle socio-economic group fell sharply.

"It is possible that some students in this group either could not afford or chose not to pay the higher fees, and did not qualify for as much student aid as students from less educated families," the study suggests.

According to Statistics Canada, these changes in enrolment patterns in professional programs by socio-economic background were most evident in Ontario, where the largest fee increases were observed. Provinces such as Quebec and British Columbia froze tuition fees during the period, and saw no change in enrolment by socio-economic background.

"This study confirms that the massive fee hikes in professional programs have compromised access," said George Soule, national chairperson of the Canadian Federation of Students. "While professional programs have been largely out of reach for most families, we now see participation rates at an all time low for modest income families." ■

The Statistics Canada study is available at www.statcan.ca/Daily/English/050927/d050927a.htm.

Les frais de scolarité compromettent l'accès aux programmes professionnels

UNE nouvelle étude de Statistique Canada rendue publique le mois dernier révèle que la hausse marquée des frais de scolarité se traduit par une baisse très significative du nombre d'étudiants de famille à revenu moyen qui s'inscrivent dans les programmes de médecine, de médecine dentaire ou de droit.

Selon Loretta Czernis, présidente de l'ACPPU, cette étude livre l'une des évaluations les plus définitives de l'incidence des frais de scolarité élevés sur le taux de participation des étudiants ayant des antécédents socioéconomiques différents.

« L'argument de certains politiciens voulant que l'augmentation soutenue des frais de scolarité n'ait aucun impact sur les inscriptions vient ainsi d'être réfuté », déclare Mme Czernis. « L'étude confirme une évidence : lorsque les gouvernements procèdent à des compressions budgétaires et que les universités et collèges augmentent les droits de scolarité, les Canadiens remplissant les conditions requises mais incapables d'absorber le coût n'ont pas le choix de poursuivre leurs études. Cela est tout à fait injuste et inacceptable. »

L'étude constate également que, dans les provinces où les droits d'inscription aux programmes professionnels ont augmenté entre les années universitaires 1995–1996 et 2001–2002, les étudiants faisant partie des groupes socioéconomiques favorisés *étaient beaucoup plus susceptibles de poursuivre des études menant à* un diplôme professionnel. On note, sur la même période, un léger accroissement du taux de participation des étudiants appartenant à des familles plus défavorisées, à mesure qu'augmente l'offre de bourses d'études, alors que la participation du groupe socioéconomique moyen chute considérablement.

« Il est possible que certains étudiants de ce groupe n'aient pas eu les moyens de payer ces frais plus élevés ou aient choisi de ne pas le faire, et n'aient pas été admissibles à autant d'aide financière que les étudiants provenant de familles moins scolarisées », donnent à penser les auteurs de l'étude.

Selon Statistique Canada, l'évolution de la relation entre l'inscription aux programmes professionnels et les antécédents socioéconomiques a été la plus évidente en Ontario, où l'on a enregistré les plus fortes hausses des frais de scolarité. Dans les provinces comme le Québec et la Colombie-Britannique, où les frais de scolarité ont été gelés pendant *cette période, on n'a observé aucune variation des inscriptions selon les* antécédents socioéconomiques.

« Cette étude confirme que les augmentations massives des frais de scolarité compromettent l'accès aux programmes professionnels », fait valoir George Soule, président national de la Fédération canadienne des étudiantes et étudiants. « Bien que les droits d'inscription à ces programmes soient prohibitifs pour la plupart des familles, les taux de participation des familles à moyen revenu, constate-t-on maintenant, n'ont jamais été aussi bas. » ■

L'étude de Statistique Canada, intitulée *Accès aux programmes professionnels, dans le contexte de la déréglementation des frais de scolarité*, est disponible à : www.statcan.ca/Daily/Francais/050927/q050927a.htm.

Finaliste du prix Stewart Reid

L'ACPPU a décerné cette année la bourse commémorative J.H. Stewart Reid, d'une valeur de 5 000 $, à David Nielsen, doctorant en génie chimique à l'Université Queen's.

M. Nielsen a obtenu un baccalauréat en sciences de l'Université du Colorado, à Boulder, et a entrepris en 2001 sa maîtrise à l'Université Queen's.

Il a été admis au programme de doctorat « en considération de l'excellence de son rendement et de ses travaux de recherche », a fait observer Andrew Daugulis, professeur à l'Université Queen's et co-superviseur de ses études supérieures.

M. Nielsen concentre ses recherches sur le développement et l'optimisation d'un nouveau type de technologie visant à traiter et à maîtriser les émissions de gaz potentiellement nocives.

« Bien que d'autres technologies permettent à l'heure actuelle de prendre en charge de tels besoins, mes travaux démontrent que non seulement la technologie du bioréacteur est une solution viable au traitement des gaz nocifs mais aussi qu'elle a le potentiel de réduire les incidences environnementales de nombreux procédés industriels en usage », a précisé M. Nielsen.

Et d'ajouter que ses travaux, dans un sens plus vaste, « visent à approfondir la recherche en biorestauration et en biotechnologie en vue de trouver des solutions à des problèmes environnementaux cruciaux ».

En plus de ses contributions à plusieurs revues scientifiques faisant autorité, dont *Biotechnology and Bioengineering* ainsi que *Environmental Science and Technology*, M. Nielsen a présenté à diverses conférences nationales et internationales de premier plan des constatations importantes dans les domaines du génie chimique et de la biotechnologie et de la microbiologie environnementales. Il a été nommé lauréat de plusieurs prix et récompenses, dont quatre bourses d'études supérieures attribuées par le Conseil de recherches en sciences naturelles et en génie du Canada. ■

L'ACPPU a créé la bourse commémorative J. H. Stewart Reid grâce à des contributions volontaires des associations et des syndicats de professeurs ainsi que de professeures et professeurs de partout au Canada dans le but de rappeler la mémoire du premier secrétaire général de l'Association. La bourse de 5 000 $ est offerte aux Canadiens ou résidents permanents inscrits à un programme de doctorat d'une université canadienne.

English on page A9.

THE NATIONAL DIALOGUE ON
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NOVEMBER 27-29, 2005
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Il y a quelques mois, nous avons entamé une initiative nationale pour solliciter l'expertise de tous les Canadiens et Canadiennes ayant un intérêt professionnel ou académique en matière d'éducation supérieure dans un dialogue sur les enjeux et les possibilités auxquels nous faisons face. Ce dialogue est bien parti.

Aujourd'hui, nous invitons les chercheurs, les décideurs et les chefs de fil de l'éducation post-secondaire de toutes les provinces à se rencontrer lors du Dialogue national sur l'éducation supérieure (du 27 au 29 novembre 2005) à Ottawa.

Soyez des nôtres pour prendre connaissance de la recherche canadienne et internationale de pointe, discuter des politiques fédérales et provinciales, partager vos connaissances et renforcer l'éducation post-secondaire canadienne.

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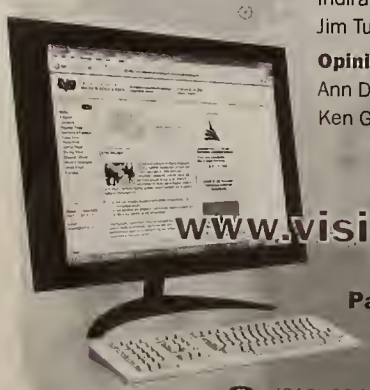

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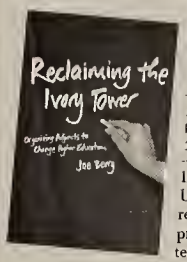
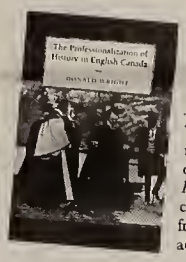


Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education

Joe Berry. New York: Monthly Review Press & Boston: North American Alliance for Fair Employment, 2005; 160 pp; ISBN: 1-58367-129-3, paper $13 US.

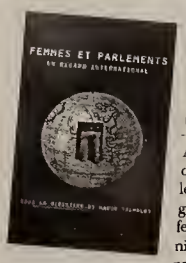
In the last 20 years, higher education in the United States has been eroded by massive reliance on temporary academic labour – professors without tenure or the prospect of tenure, paid a fraction of the salaries of their tenured colleagues, working without benefits, offices, or research assistance, and often commuting between several campuses to make ends meet. Contingent instructors now constitute the majority of faculty at U.S. colleges and universities. *Reclaiming the Ivory Tower* is the first organizing handbook for contingent faculty – the thousands of non tenure track college teachers who love their work but hate their jobs. It examines the situation of adjunct professors in U.S. higher education today and puts forward an agenda around which they can mobilize to transform their jobs – and their institutions. In this context, *Reclaiming the Ivory Tower* also provides a guidepost for all those concerned about higher education: tenure track faculty, students, graduate employees, parents, other campus workers, and anyone interested in why a new labour movement has grown up on campuses across the U.S. and Canada.



The Professionalization of History in English Canada

Donald Wright. Toronto: University of Toronto Press, 2005; 270 pp; ISBN: 0-8020-3928-6, hardcover $45 CA.

The study of history in Canada has a history of its own, and its development as an academic discipline is a multi-faceted one. *The Professionalization of History in English Canada* charts the transition of the study of history from a leisurely pastime to that of a full-blown academic career for university-trained scholars – from the mid-nineteenth to the late twentieth century. Donald Wright argues that professionalization was not, in fact, a benign process, nor was it inevitable. It was deliberate. Within two generations, historians saw the creation of a professional association, the Canadian Historical Association, and the rise of an academic journal, the Canadian Historical Review. Professionalization was also gendered. In an effort to raise the status of the profession and protect the academic labour market for men, male historians made a concerted effort to exclude women from the academy. History's professionalization is best understood as a transition from one way of organizing intellectual life to another. What came before professionalization was not necessarily inferior, but rather, a different perspective of history. As well, Wright argues convincingly that professionalization inadvertently led to a popular inverse: the amateur historian, whose work is often more widely received and appreciated by the general public.



Femmes et parlements : Un regard international

Manon Tremblay, réalisatrice. Montréal : Les éditions du remue-ménage, 2005; 680 p.; ISBN : 2-89091-220-5, reliure allemande 39,95 $ CAN.

Au cours des dernières décennies, la question de la représentation des femmes dans les parlements nationaux a fait l'objet d'une attention grandissante sur la scène internationale. Si les femmes ont peu à peu, au cours du siècle dernier, obtenu le droit de vote et le droit de se présenter aux élections, pourquoi n'occupent-elles aujourd'hui que 15% des sièges dans les parlements du monde, malgré leur poids démographique? Comment augmenter cette moyenne pour atteindre une représentation équitable? Une brochette de spécialistes explorent ces questions, et bien d'autres, dans cet ouvrage qui couvre 37 pays répartis sur les cinq continents.

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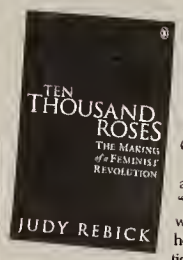
The Joy of Fighting



Ten Thousand Roses: The Making of a Feminist Revolution

Judy Rebick. Toronto: Penguin Books, 2005; 280 pp; ISBN: 0-14-3015-44-3, paper $24 CA.

By WENDY ROBBINS

"THE women's movement saved my life," acknowledges Judy Rebick, "as it did for thousands of women of my generation. I hope that I have done it justice." (p. 270) She has, abundantly so. In a remarkable and innovative book which reads like an oral history in print, Rebick weaves together interviews conducted with more than 80 activists, both widely acclaimed and little known, which she punctuates with contextualizing "big picture" essays and reflections based on her own extraordinary experience.

Ten Thousand Roses brilliantly paints a collective Canadian portrait of courageous activist women from many different backgrounds and walks of life who were fired by a unifying, principled and passionate desire for a more egalitarian society and a better world. Rebick ties it all together with her characteristic attention to inclusion and signature penchant for ribald good humour.

A self-styled "radical uppity woman" and "kick-ass shit disturber," Rebick is a distinguished sociology professor at Ryerson University, the publisher of the alternative online news source rabble.ca and, indisputably, one of Canada's leading "second wave" feminists.

Rebick's choice of medium – a multiplicity of voices, a diversity of perspectives – is in harmony with a key message of feminist praxis, which shifts attention from the personal to the social and political, from centre to margins and contexts, from product to process and from single to multiple focus.

A former president of what was once the Canadian women's movement's largest umbrella organization, the National Action Committee on the Status of Women (NAC), Rebick seems proudest of all of the fact that "we succeeded here for a time in creating a multiracial women's movement, with strong leadership from women of colour, Aboriginal women and immigrant women." (p. xii) Nonetheless, understanding the complexities of identity politics is still very much a work-in-progress.

With its focus on the grassroots process of how to organize for social change, *Ten Thousand Roses* was inspired by Susan Brownmiller's *In Our Time: Memoir of a Revolution* (1999), a history of the American women's movement. Rebick claims the story of the birth and growth of the Canadian women's movement is even more interesting than the American one because of the wide coalition here of liberal, radical and socialist feminists. The latter negotiated an important alliance between the women's and labour movements, which was mutually beneficial. Canada's women's movement benefited from the energies of both working-class and middle-class activists, and Canada's trade unions became "the most feminist in the world" (p. xii) – though "still too patriarchal," Rebick added during her recent cross-Canada book tour.

Unlike other retrospectives on the feminist movement, which focus on "what was accomplished, which laws were changed, and the number of positions women now occupy," her assessment concentrates on "how those changes happened." (p. xiii) The book is addressed to two generations, to "the women who were part of the magnificent struggle for women's liberation as well as to the women and men who know only its legacy and mythology." (p. 270) The testimony is mostly celebration, not last rites, but it does not ignore those lessons learned the hard way, not from change and triumph, but from setbacks and failures (e.g., the strangulation of women's groups dependent on government funding, the implosion of NAC and the lack of a fully-implemented national childcare program even now).

If one construes NAC as the Canadian feminist movement's main embodiment, then indeed "the 1990s was the decade in which the women's movement died on the vine." (p. xiv) Thus the tone and content of *Ten Thousand Roses* are oddly hybrid: part moxy "best practices" manual for successful social change; part paeon to late 20th century feminism's golden age; part analytical post mortem.

The book traces more than 30 years of feminist activism, from the founding of women's groups such as Voice of Women and the Committee for the Equality of Women in Canada in the 1960s; through the Royal Commission on the Status of Women and the abortion caravan that traveled from Vancouver to Ottawa, the "first unified action of the women's movement" (p. 36), and the Native women's march from Oka to Ottawa to change the Indian Act in the 1970s; to research which first documented the shocking extent of male violence against women in the decade marked also by agonizing constitutional debates, the 1980s; and culminating in the landmark election of the first woman of colour as NAC's president and the extraordinary success of the "Bread and Roses" march against poverty by women in Québec in the 1990s.

Strategies for building a mass movement, described in authentic first-person-narrative detail, include small group consciousness-raising; distributing information about issues with the skill and guidance of feminist journalists; mobilizing networks and organizing community meetings; setting up frontline services for women (transition houses, sexual assault crisis hotlines, women's resource centres); founding and fundraising for advocacy groups; establishing women's magazines (e.g., Kinesis, Herizons); negotiating coalitions of groups; doing research; formulating well-targeted demands; leafleting and distributing posters; holding workshops; disrupting events that demean women (e.g., beauty pageants); lobbying politicians; using threats about mass action (*pace* Laura Sabia) and taking protest to the streets by staging rallies, demonstrations, and marches; occupying band council or other buildings; calling politicians to account in an all-party leaders' debate (it worked once); instigating lawsuits and court challenges (LEAF); and even petitioning the UN (as did Tobique's Native women, led by Sandra Lovelace).

Activist organizations on the leading edge of participatory democracy and social change need constantly to develop decision-making processes that empower the people who will be affected most by the decisions, to root out vestiges of "internalized sexism," and to take the time necessary for healing. Akua Benjamin, of the Congress of Black Women, reflects that "you cannot take up the issues of difference, whether it be race, gender or poverty, without a process of healing." (p. 140)

Rebick's book may be faulted for being too "NAC-centric." Many women in Canada – the underrated silent majority – support feminist goals without necessarily joining organizations. Many activists who were members of women's organizations, including NAC, nonetheless chose not to participate in NAC conferences. The AGM was often brutally confrontational, and the annual door-banging lobby of politicians on Parliament Hill, broadcast on national television, became counterproductive, playing into the stereotype of all feminists as irrational, angry and out of control.

The book gives short shrift to women's experiences with national consultations such as the Royal Commission or the Panel on Violence, and it shortchanges the work of the Canadian Advisory Council

See TEN THOUSAND ROSES Page A9

Support Academic Freedom

"Academic freedom is the glue that holds the university together, the principle that protects its educational mission … it is the principle that affirms there are no limits to what subjects and issues educational institutions may study, investigate, debate and discuss."

– Cary Nelson & Stephen Watt (*Academic Keywords*, p. 22)

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NEWS

Conference Promotes Equity for Contract Staff

MORE than 100 participants gathered at the University of Western Ontario in June for CAUT's second contract academic staff conference. "Moving Forward: Achieving Equity for Contract Academic Staff" brought together per-course, limited-term and full-time academic staff from universities and colleges across Canada to discuss issues affecting academics who work on a temporary or part-time basis.

"Our goal was to help build on recent organizing successes and develop possible solutions to the many challenges contract academic staff face at the negotiating table and in the workplace," said Michael Piva, chair of CAUT's contract academic staff committee.

"The conference also provided a space for full-time and contract academic staff to discuss common interests and understand that the problems caused by casualization are systemwide."

In one plenary session, Paddy Musson, chair of the college academic division of the Ontario Public Service Employees Union, described the challenges faced by part-time contract academic staff in the college sector, particularly in Ontario where they are prevented by law from unionizing.

Former Laurentian University Faculty Association president Peter Simpson examined how employers get around collective agreements by having employees outside of the bargaining unit deliver courses.

Maureen Shaw, past president of the Federation of Post-secondary Educators of British Columbia, described a method of moving out of the stipendiary trap toward a full pro-rata model. She outlined some of the challenges her members have encountered since their successful campaign to regularize contract academic staff.

Four concurrent workshops allowed participants to develop strategies for realizing gains in negotiations and address key challenges, including the protection of intellectual property and the need to resist concession bargaining.

There was considerable interest in a workshop on mobilizing members.

"After a short discussion of the barriers to mobilizing contract academic staff members, we brainstormed over how to overcome them," workshop facilitator Brenda McLean said. "People had great ideas to help promote the achievements of contract academic staff and their role on campus, and to combat the fear that prevents many of these staff members from getting involved in their associations."

Keynote speaker Deena Ladd, from the Toronto-based Workers' Action Centre, helped link the day's discussions to the broader issue of precarious employment in Canada. The centre is a worker-based organization committed to improving the lives and working conditions of people in low-wage and unstable employment.

She described how grassroots organizing has helped contingent workers in the garment, hotel and other industries build strong, supportive networks and achieve justice for many exploited workers.

"Full-time, tenure stream academic staff need to recognize that all academics must work together toward equitable treatment for contract academic staff," Piva said. "It's important for the profession as a whole, and the only way we will move forward is by making fairness a priority when we negotiate." ■

Fair Employment Week, Oct. 24–28, offers all academic staff an opportunity to raise awareness about the overuse and exploitation of contract academic staff.

L'ACPPU appelle à l'abrogation de la *Loi antiterroriste*

LE mois dernier, à l'occasion de sa comparution devant des comités spéciaux de la Chambre des communes et du Sénat, l'ACPPU a appelé à l'abrogation de la *Loi antiterroriste* canadienne.

« Avant même l'adoption de cette loi draconienne, les agents des corps policiers et des organismes chargés de la sécurité nationale étaient déjà investis de tous les pouvoirs nécessaires pour lutter contre le terrorisme », a déclaré le directeur général de l'ACPPU, James Turk. « Cette loi pose une menace sans précédent aux libertés civiles et aux droits démocratiques reconnus de tous les Canadiens et doit, par conséquent, être abrogée. »

L'ACPPU a fait valoir devant les comités que la *Loi antiterroriste*, tout comme d'autres mesures extrêmes, provoque l'étalement du secret et de l'arbitraire dans la société canadienne, invalidant ainsi la règle de droit et plaçant ceux qui gouvernent au-dessus de ceux qui sont gouvernés.

« En nous appuyant sur le savoir de nos membres dans les nombreux domaines du droit touchés par la *Loi antiterroriste*, nous en sommes venus à la conclusion que celle-ci représente beaucoup plus une menace qu'un avantage pour les Canadiens », a indiqué M. Turk.

« Les sociétés démocratiques ont honte des époques de leur passé où l'on a sacrifié les droits civils et les normes démocratiques en vue d'autres fins », a soutenu M. Turk. « Rappelons-nous l'époque McCarthy, l'internement des Japonais en Amérique du Nord pendant la Seconde Guerre mondiale ou l'époque de la grève générale de Winnipeg : le carrefour où se trouvent actuellement les Canadiens n'a rien de neuf. » ■

Le mémoire de l'ACPPU présenté au sous-comité de la sécurité publique et nationale est disponible en ligne à www.acppu.ca/fr/publications/briefs/2005antiterrorism.pdf.

English on page A4.

Queen's Student Wins CAUT's J.H. Stewart Reid Fellowship

DOCTORAL student David Nielsen has been named as this year's recipient of the J.H. Stewart Reid Memorial Fellowship from CAUT.

Nielsen, a Queen's University student, will receive $5,000 over the next year to pursue his PhD in chemical engineering. He received a BSc from the University of Colorado at Boulder, and started as a Master's student at Queen's in 2001.

In 2003 he was promoted to the PhD program "in recognition of his superior research and academic performance," commented Queen's professor Andrew Daugulis, co-supervisor of his graduate studies.

Nielsen's research focuses on the development and optimization of a new type of technology for the treatment and control of potentially harmful gas emissions.

"Despite the fact that other technologies are presently available for such treatment needs, my work has shown that using bioreactor technology is a viable option to treat harmful gases, and offers the opportunity to decrease the environmental impact of many currently employed industrial processes," Nielsen said.

David Nielsen

He said his work, in the larger sense, "strives to further push research in the fields of bioremediation and biotechnology to provide solutions to critical environmental issues."

Nielsen, whose work has been published in several leading scientific journals, including Biotechnology and Bioengineering, and Environmental Science and Technology, has presented key findings at major national and international conferences in the areas of chemical engineering, environmental biotechnology and microbiology. He has been the recipient of several awards, including four postgraduate scholarships from the Natural Sciences and Engineering Research Council of Canada. ■

The J.H. Stewart Reid Memorial fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association. The $5,000 fellowship is available to Canadian citizens or permanent residents who are working towards a doctoral degree at a Canadian university.

Version française à la page A5.

Ten Thousand Roses

☞ From PAGE A7

on the Status of Women, which was, for two decades, arguably Canada's premier feminist research organization, one that liaised with community groups and was headed, before NAC, by a woman of colour and an Aboriginal woman. (Rebick is factually mistaken about the arms'-length government agency's reporting requirements.)

There is no discussion of the founding of women's studies programs in universities — another highly effective strategy to achieve ongoing social change. This omission inadvertently reinforces the notion of an unbreachable divide between activists and academics. Clearly Rebick, like hundreds of others, is both. (Reportedly her editor, because of space limitations, required a cut to a planned section on this theme.) Some discussion of cyberfeminism — how the new communications technologies started to be adopted and adapted by activists — might well have been included (it does not all belong to the "third wave").

The book, which will certainly find its way onto reference library shelves and women's studies courses, should have included a bibliography.

Notwithstanding these few thorns, *Ten Thousand Roses* is a "must-have" treasure-trove of historical detail. Did you know that Chatelaine magazine did not have a woman editor until 1957? That until the 1960s Québec had a law that declared married women minors? That the 1970s opened with only one woman in the House of Commons? That the first Native woman to reclaim her status, having had it taken away because of marrying a non-Native man (while the reverse was never the case) did so only after the Canadian Charter of Rights and Freedoms was proclaimed in 1985? Or that "the only senior management field in which women are in the majority today is human resources?" *(p. 255)*

In the epilogue, Rebick speculates about a structure for a new feminist movement, a new coalition, perhaps modeled on the World Social Forum that assembled in Brazil in 2001. The book's last words, by Arundhati Roy, are confidently optimistic: "Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing." (p. 257) ■

Wendy Robbins, chair of CAUT's Women's Committee and a cofounder of women's studies at the University of New Brunswick, Fredericton, has been active in the women's movement for the past three decades and is a cofounder of the feminist listserv PAR-L.

Commissioner Calls for Overhaul of Canada's Privacy Act

CANADA'S privacy commissioner has found that government anti-terrorist measures since Sept. 11 have threatened privacy and civil liberties. In her annual report to Parliament, Jennifer Stoddart noted numerous examples of the federal government's security concerns overriding privacy rights. She cited the Public Safety Act, brought in last year, that allows the government to force air carriers, without warrant, to turn over information on their passengers.

And, Stoddart says, the act does not just apply to terrorism concerns. "In other words, the machinery of anti-terrorism is being used to meet the needs of ordinary law-enforcement, lowering the legal standard that law-enforcement authorities in a democratic society must meet," she wrote.

According to the commissioner, there is no evidence that the exceptional police powers granted by the Anti-Terrorism Act, passed in 2001, are effective in "detecting, preventing or deterring terrorist acts."

In the report, Stoddart also expressed concern about the threat to privacy caused by the trend toward freer sharing of information between government departments and with other countries, and the outsourcing of data operations across borders. "All these factors have fundamentally shifted the relationship between national security, law enforcement and information privacy, with a corresponding loss of privacy and due-process protection for individuals."

Overall, Stoddart wrote that "Privacy threats seem to be multiplying like a bad virus, threatening to overwhelm us." She said a main cause is a "voracious appetite for personal information and surveillance that has sprung up in the post-9/11 environment."

Her report emphasized the long overdue need to modernize the Privacy Act, a first generation privacy law which has not been substantially amended since its inception in 1983. "The privacy landscape is infinitely more complex today than it was a decade ago. Faced with increased globalization and extensive outsourcing of personal information processing and storage, Canada's Privacy Act lags woefully behind."

In addition to pointing out the flaws of the act, the commissioner also called for a more comprehensive and consistent approach to managing privacy in the federal government. ■

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For additional information and application forms, please log on to the Foundation's Web site: **www.camargofoundation.org** or write to:

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CAUTLib

NEWS ACTUALITÉS

Où s'en va notre Université? Il est temps de réagir

☞ Suite de la PAGE A3

précédente. Après avoir instauré au cours de son dernier mandat des postes de vice-rectrices adjointes et de vice-recteurs adjoints, le recteur Béchard persiste à alourdir la structure administrative. Il a nommé en février dernier un vice-recteur supplémentaire; le comité de direction passe ainsi de six à sept membres. Le recteur s'est aussi adjoint un directeur du cabinet dont le mandat consiste à ... Et ce n'est pas tout : lors de la récente adoption du règlement sur les conditions de travail des directrices et directeurs de service, le nombre de directrices et de directeurs est officiellement passé de 13 à 19!

On pourrait sans doute croire que cet alourdissement, en ce qui a trait à l'administration centrale, s'explique par l'accroissement de la population étudiante, mais alors, comment justifier que pour les [membres] du Syndicat des professeures et professeurs de l'Université de Sherbrooke (SPPUS), leur nombre actuel (381 professeures et professeurs réguliers au 31 mai dernier) est toujours bien en deçà de celui qu'il atteignait en 1993 (au-delà de 400 professeures et professeurs)? La conclusion à en tirer : ce ne sont pas les professeures et professeurs qui bénéficient des hausses de « clientèle », et ce, malgré la multiplication des programmes qui s'ajoutent à cette surcharge.

Ce qui constitue l'essence même de l'université, sa mission première, demeure la transmission et l'avancement des connaissances. C'est cette mission qui fait que, de tradition, l'administration des universités relève de cadres académiques plutôt que de spécialistes en gestion ou en administration. Le qualificatif académique qu'on associe au mot cadre n'a pas été choisi arbitrairement. Bien au contraire, il indique que le cadre doit provenir du milieu académique, donc que le cadre doit avoir le statut de professeure ou de professeur, ou à tout le moins que le cadre pourrait de par ses qualifications et ses compétences pouvoir occuper un tel poste. Or, il appert que la notion de cadre académique subit une grave dérive dans notre institution. Plusieurs postes de secrétaires de faculté, de vice-rectrices adjointes et de vice-recteurs adjoints qui sont définis comme des postes de cadres académiques sont occupés par des personnes qui n'ont pas le statut de professeure ou de professeur. Qu'est-ce qui justifie que l'on ne fasse plus de distinction entre des postes de cadre régulier et des postes de cadre académique? Désirons-nous toujours que l'administration universitaire soit confiée à des professeures et à des professeurs? Voulons-nous plutôt déléguer cette responsabilité à des professionnelles et des professionnels d'autres milieux ? Répondre oui à cette question, c'est reconnaître que l'université se gère similairement à une entreprise privée.

La notion de cadre académique devient encore plus importante à clarifier lorsqu'il s'agit des cadres académiques aux plus hauts niveaux : rectrice ou recteur, vice-rectrice ou vice-recteur. Verrons-nous le jour où une vice-rectrice ou un vice-recteur n'aura pas les qualifications attendues d'une professeure ou d'un professeur? Les modifications récentes du règlement sur les conditions de travail des directrices et directeurs de service le laissent entrevoir. Une directrice ou un directeur de service peut dorénavant se voir attribuer par le comité de direction le statut de vice-rectrice associée ou de vice-recteur associé. On précise que c'est surtout à des fins de représentativité que cette fonction a été créée. Le titre de directrice et directeur de service est pourtant par lui-même suffisamment prestigieux pour qu'il n'y ait besoin d'y accoler une position de cadre académique qui dénature la définition de ce dernier terme. Une directrice ou un directeur de service, malgré toutes ses qualifications, n'est pas une professeure ou un professeur et ne devrait pas être assimilé à ces derniers. Depuis plusieurs années, le SPPUS déplore le laxisme entourant la définition du cadre académique[1]. Ce laxisme fait en sorte que, d'un côté, les professeures et professeurs perdent de l'intérêt pour les fonctions de cadres académiques qui sont maintenant perçues équivalentes à celles de cadres réguliers et que, de l'autre, l'administration de l'Université relève de moins en moins des professeures et des professeurs. Les représentants du SPPUS ont invité le recteur Béchard à définir la notion de cadre académique et lui ont assuré leur entière collaboration sur cette question. En vain!

L'enseignement en sous-traitance!

Les exemples montrant que l'Université calque sa gestion sur l'entreprise privée sont nombreux. Ainsi, la publicité est devenue à l'Université de Sherbrooke une arme de prédilection pour assurer sa compétitivité face aux autres établissements, et la répartition budgétaire entre facultés se base dorénavant sur des notions telles la « clientèle étudiante » et la rentabilité des programmes. Toutefois, ce qui représente pour moi l'exemple le plus grave de la culture d'entreprise de l'Université est le fait que dans un but avoué de rentabilité, certains programmes d'enseignement sont pour ainsi dire donnés en sous-traitance. En effet, de nombreux programmes d'enseignement, et pas seulement au 1er cycle, sont offerts par l'Université de Sherbrooke sans qu'aucune professeure ou qu'aucun professeur (parfois une infime proportion) n'y enseigne! Pire, la direction de certains programmes est maintenant confiée à des personnes qui n'ont pas le statut de professeures ou de professeurs!

Dans les circonstances, on peut comprendre que l'annonce en grande pompe de la création du Campus Ubisoft a laissé plusieurs personnes perplexes. D'autant que cette annonce s'est faite sans qu'aucune consultation digne de ce nom soit faite auprès des professeures et professeurs. Toute collaboration avec l'entreprise privée en matière d'enseignement universitaire n'est peut-être pas à rejeter du revers de la main. Les intérêts pécuniaires devraient cependant n'être qu'un facteur subsidiaire dans l'élaboration de partenariats d'enseignement avec l'entreprise privée.

L'annonce de la création du Campus Ubisoft est certes un bon coup de publicité pour l'Université de Sherbrooke, mais quel sera le prix d'une telle entreprise à plus long terme?

L'Université devrait avoir la décence et le courage d'expliquer la nature exacte de l'entente qu'elle vient de signer le 17 août dernier avec Ubisoft. Elle devrait aussi justifier ce partenariat en regard de sa propre mission. Il en va de l'autonomie universitaire, de la liberté académique et de la mission universitaire. ■

1. Voir les Info-SPPUS du 19 mars 2002 et du 23 août 2004 disponibles à www.usherbrooke.ca/sppus/info-sppus/.

Carole Beaulieu est professeure de biologie à l'Université de Sherbrooke et première vice-présidente du Syndicat des professeures et professeurs de l'Université de Sherbrooke.

Reproduit de l'Info/SPPUS, édition du 6 septembre 2005.

Les opinions exprimées sont celles des auteurs et ne reflètent pas nécessairement la position officielle de l'ACPPU. Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca).

3M TEACHING FELLOWSHIPS
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Criteria for the Award

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Nomination Procedure

- Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations and the Guide for Preparing a Nomination. These are available from the Office of the Vice-President (Academic), the STLHE website: www.stlhe.ca and at the 3M Teaching Fellowship website: www.mcmaster.ca/3Mteachingfellowhips.

For additional information, please contact:
STLHE
c/o Dr. Arsbad Ahmad
Programme Coordinator
Concordia University
1455 de Maisonneuve Boulevard West
Montreal, Quebec H3G 1M8
(514) 848-2424 ext 2928/2793
Email: arshad@jmsb.concordia.ca

Nomination Deadline: March 3, 2006

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des prix d'excellence 3M dans le cadre duquel dix prix seront accordés pour l'année 2006.

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- Excellence de l'enseignement depuis plusieurs années, principalement (mais pas exclusivement) au premier cycle.
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Pour tout complément d'information, veuillez communiquer avec :
SAPES
a/s de M. Arshad Ahmad, Pb.D
Coordonnateur
Programme des prix d'enseignement 3M
Université Concordia
1455, boul. de Maisonneuve ouest
Montréal (Québec) H3G 1M8
(514) 848-2424, poste 2928/2793
Courriel : arshad@jmsb.concordia.ca

Date limite de dépôt des candidatures : le 3 mars 2006

CAREERS
CARRIÈRES

SECTION B

A

■ **ACCOUNTING — University of Alberta.** Applications are invited for a full-time position in Accounting, beginning July 1, 2006. An appointment at the assistant professor position is anticipated, but appointments at other ranks may be considered. Salary and rank depend on experience and qualifications, which must include a PhD or equivalent, completed or nearly so. The Department of Accounting & MIS and the School of Business expect a strong research contribution and excellent teaching from all faculty members. The position is subject to funding, and the competition remains open until the position is filled. Send applications and resumes to, Peter Tiessen, Chair, Department of Accounting & MIS, School of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Fax: (780) 492-3325; E-mail: peter.tiessen@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE — University of Alberta.** The Department of Agricultural, Food and Nutritional Science at the University of Alberta invites applications for a term Assistant / Associate Professor position in Poultry Meat Science (Product Development / Carcass Utilization). The initial term will be for five years with the possibility of extension. This position is a key appointment in the recent expansion of the Alberta Poultry Research Centre (APRC) program and the Value Added Meat program in the Institute for Food and Agricultural Sciences, Alberta (IFASA). The APRC is a dynamic assembly of primary production and further processing researchers and technicians, technology transfer specialists, commercialization personnel and graduate students. The centre is supported by the University of Alberta, the Province of Alberta, the Poultry Industry, the Alberta Livestock Industry Development Fund (ALIDF) and the Alberta Agriculture Research Institute (AARI). This public-private commitment allows the APRC to focus on both poultry production efficiency and product utilization. The APRC has a strong record of excellence in research, teaching and technology transfer. Our science supports the entire chain that produces safe, nutritious, and high quality value-added poultry products. IFASA, a partnership between the U of A, Alberta Agriculture, Food and Rural Development, and the Alberta Research Council, is committed to a substantial expansion in meat science teaching, research and technology transfer capacity. The incumbent will work within the APRC at the Alberta Chicken Producers Poultry Technology Centre, University of Alberta. The appointee will hold a PhD degree in an appropriate discipline, conduct research with a primary focus on the enhancement of poultry carcass utilization (broilers, turkeys, spent fowl) through research programs encompassing poultry meat quality, product and process technology development, food safety and shelf life extension. This position is accompanied by an attractive package of research support and infrastructure budget. Experience in the industrial commercialization of new technologies and value added meat products would be beneficial. The appointee is expected to teach at both the undergraduate and graduate level. The incumbent will be expected to contribute to the U of A's focus on integrating teaching and research at both an undergraduate and graduate level. However the position's focus is on research and the appointee will be expected to focus 75% of their time on primary research needs. Applications, including a statement of interest and vision regarding research and teaching, curriculum vitae, and the names of three referees, should be sent to: Dr. Erasmus Okine, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2P5. Closing date for applications is October 28, 2005 or until a suitable candidate is found. For further information contact Dr. Okine at (780) 492-2131 / (780) 492-4265 (fax), email: afns-chair@ualberta.ca or visit: http://www.afns.ualberta.ca/; http://www1.agric.gov.ab.ca/department/deptdocs.nsf/all/pou3547/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY — University of Western Ontario.** The Department of Anthropology, The University of Western Ontario, invites applications for a probationary tenure track full-time appointment in Sociocultural Anthropology at the Assistant Professor level. This is a new position that will contribute to the further development of our recently-established PhD programme and the expansion of the department. A geographical specialization outside of the US and Canada is preferred. We invite applicants from all theoretical areas of specialization, but would especially welcome applicants with interests in development, environmental, or political anthropology. Applicants must have a PhD and are expected to have established and to maintain an active research and publication program, teach undergraduate and graduate courses, and provide graduate student supervision. Positions normally commence July 1, 2006. Closing date for applications: October 31, 2005. More information on the department is available at: http://www.ssc.uwo.ca/anthropology. Applicants must send a curriculum vitae, relevant reprints, evidence of teaching excellence and the names and addresses, including email addresses, of 3 referees by the closing date to: Dr. Chet Creider, Chair, Department of Anthropology, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Email (queries only): Anthro-Chair@uwo.ca. Note: Applications by Fax or Email cannot be accepted. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ANTHROPOLOGY — University of Alberta.** Socio-Cultural Anthropologist: The Department of Anthropology in the Faculty of Arts at the University of Alberta invites applications for an entry level, tenure track position as an Assistant Professor. To fill this position, we are looking for an ethnographer whose research reflects innovative, anthropological perspectives on the complexities of modern life and the impact of change on traditional social systems. We particularly encourage applications that identify one or more of the following topics of interest: society and environment; kinship, personhood and emergent forms of social relatedness; culture, consumption and exchange in contemporary settings; knowledge, rights and entitlements; aboriginal rights; the impact of the development of modern nation-states on majority and minority communities; collective intellectual property, and/or the politics and poetics of cultural representation. We also seek a scholar who can continue our tradition of intensive cross-cultural research. The successful candidate will be expected to contribute to both the undergraduate and graduate programs in Anthropology. A PhD is required at time of appointment. The effective date of employment will be 1 July 2006. Information about the Department can be obtained at http://www.uofaweb.ualberta.ca/anthropology/. Deadline for application is 15 November 2005. Salary is commensurate with qualifications and experience. Applicants must include a letter describing areas of teaching and research interest, a curriculum vitae, samples of publications, and if available, a teaching dossier and evaluations of teaching performance. All materials should be sent to: Dr. Nancy Lovell, Chair, Department of Anthropology, 13-15 Tory Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Applications can be faxed to (780) 492-1526 or by email to gail.mathew@ualberta.ca, followed by hard copy. Letters of recommendation by three referees should be submitted directly to the Chair. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY — University of Toronto.** The University of Toronto invites applications for two tenure-stream positions, one for a South Asianist, and the other for an East Asianist (China/Japan preferred), at the Assistant Professor level commencing July 1, 2006. The Department is seeking applicants with superior research and teaching abilities in at least two of the following topical areas: anthropological theory; methods; popular culture, media; and transnationalism. Applicants must have a PhD or be near completion at the time of application. Applicants should ask three referees to send letters of recommendation under separate cover to the address below. These letters must be received by the deadline. Applicants should also send curriculum vitae, teaching documents, sample publications, and a statement outlining current and future research interests to: Professor Hy V. Luong, Chair, Department of Anthropology, Sidney Smith Hall, #1039, University of Toronto, Toronto, Ontario, Canada, M5S 3G3. The closing date for applications is November 15, 2005. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world. Our student population is ethno-culturally very diverse. We offer opportunities to work in a range of collaborative programs, including Asia-Pacific and South Asian Studies, sexual diversity, and women's studies and gender studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Director
School of English & Theatre Studies

The University of Guelph invites applications and nominations for the position of Director in the School of English and Theatre Studies. The appointment will be made at the level of Associate Professor or Professor and will be effective July 1, 2006. Candidates should have excellent research, teaching and administrative experience. The term of the Directorship is normally five years.

The School has strong B.A. and M.A. programs in both English and Theatre Studies and an innovative joint Ph.D. in Literary Studies/Theatre Studies with Wilfrid Laurier University. An MFA program in Creative Writing has just been approved. The School offers significant archival opportunities in Children's Literature, Theatre, and Scottish Studies, as well as links with Women's Studies. The School contributes to the Media Studies Program at the University of Guelph/Humber. The School has 37 faculty members and five support staff members. There are approximately 675 undergraduate majors, an approximate total of 7000 undergraduate course enrolments, and 42 graduate students.

Salary will be commensurate with qualifications and experience.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted to: **Professor Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, N1G 2W1.** Deadlines for receipt of applications is **December 1, 2005**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

St. Thomas More College · University of Saskatchewan
TENURE-TRACK POSITIONS

St. Thomas More College is the Catholic liberal arts college federated with the University of Saskatchewan. According to our mission statement, "Through our teaching we are devoted to a partnership of learning and growth with our students which addresses the synthesis of faith and reason in all aspects of the human condition ... The creative discovery of truth and its open dissemination nourishes our life as teachers and members of the wider academic and catholic intellectual community." STM departments work in collaboration with the University of Saskatchewan department's undergraduate and graduate programs.

STM is committed to teaching and research. The successful candidate will be expected to supply a Teaching Dossier as an indication of proven excellence. Candidates will be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment.

St. Thomas More College is engaged in a major faculty renewal program. We are currently accepting applications for the following tenure-track positions to commence July 1, 2006.

Economics
Hiring at the level of Assistant/Associate Professor, the successful candidate will have a PHD in Economics and an interest in social justice with special application in transitional economics, focusing on Eastern Europe and Ukraine in particular. The candidate should be prepared to teach courses in introductory economics, transition and economic development. Applications should be directed to: **Dr. Bahdan Kardan, Chairperson, Economics Search Committee by December 15, 2005.**

Economics
Hiring at a level of Assistant/Associate Professor, the successful candidate will have a PHD in Economics and an interest in social justice with special application in the History of Economic Thought and either Development or Labour Economics within a Canadian context. The candidate should be prepared to teach introductory economics, economic thought, and either labour economics or development. Applications should be directed to: **Dr. Bahdan Kardan, Chairperson, Economics Search Committee by December 15, 2005.**

History
The STM department of History is also an integral part of the U of S Classical, Medieval, Renaissance Studies (CMRS) program. The successful candidate will have a PhD in the area of medieval history with special emphasis on the British Isles and the social history of women. The ideal candidate should have a broad background in medieval studies and proficiency in Latin and any vernacular languages relevant to the candidate's research. The candidate will be expected to assist in the creation of a CMRS journal and in CMRS colloquia. Applications should be directed to: **Dr. T. Deutscher, Head, Department of History by December 15, 2005.**

Religious Studies
Hiring at the level of Assistant Professor, the successful candidate will have a PhD in the area of Eastern/Western Christianity with special emphasis on Christianities of the Eastern churches. In addition, the ideal candidate should have a broad background in the history and teachings of Christianity, and any vernacular languages relevant to the candidate's specialized research. Applications should be directed to **Dr. M.A. Beavis, Head, Department of Religious Studies and Anthropology by December 15, 2005.**

Applicants must send a letter describing research and teaching strengths, including curriculum vitae, the name of three referees, documentation of teaching ability (including teaching evaluations) as well as copies of written work and/or publications to the contact person listed. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their applications.

ST THOMAS MORE COLLEGE
University of Saskatchewan

St. Thomas More College · 1437 College Drive · Saskatoon · Saskatchewan · Canada · S7N 0W6

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CAREERS CARRIÈRES

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Atkinson Faculty of Liberal and Professional Studies offers 29 diverse programs in eight academic Schools: the School of Administrative Studies, the School of Analytic Studies and Information Technology, the School of Arts and Letters, the School of Health Policy and Management, the School of Nursing, the Department of Psychology, the School of Social Sciences, and the School of Social Work. The Faculty specializes in professionally relevant liberal studies programs that provide students with a broad, research-focused liberal studies background, and the substantive knowledge and skills necessary to succeed in a variety of professional careers. Our faculty members are internationally renowned educators and researchers with expertise in a variety of disciplinary and interdisciplinary fields.

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. Atkinson offers flexible scheduling and teaching formats, with courses offered on campus in the day and evening, as well as courses delivered by Internet and correspondence. Atkinson Faculty is committed to expanding its experiential education activities to give students hands-on, problem-based learning opportunities that help bridge academic studies and career development. In 2006-2007, and continuing over the next few years, the Faculty is particularly interested in expanding its existing graduate programs, and developing new programs at both the master's and PhD levels. When you join Atkinson, you will become a member of a vibrant Faculty that is committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for full-time tenure-track positions as well as a contractually limited term appointment in the following Schools. All positions are subject to final budgetary approval. Salaries will be commensurate with rank and qualifications. Successful candidates appointed at the rank of Associate Professor must be appointable to the Faculty of Graduate Studies (FGS); candidates appointed at the rank of Assistant Professor in the professorial stream should be appointable or imminently appointable. Experience with graduate programs and supervision is an asset. Full position details can be viewed at **www.yorku.ca/acadjobs.** The start date for all positions is July 1, 2006. The deadline for receipt of completed applications is December 1, 2005.

Applications for each position should be addressed to the appropriate contact person or committee and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3.**

Atkinson Faculty of Liberal and Professional Studies

FULL-TIME TENURE-TRACK POSITIONS AND CONTRACTUALLY LIMITED TERM APPOINTMENT

SCHOOL OF *ADMINISTRATIVE STUDIES*

In addition to its core BAS degree, which covers all major areas of business, the School of Administrative Studies offers a number of professional certificate programs, and is developing master's programs. The School is quite innovative in terms of teaching pedagogy and supplements its on-campus offerings with a large, web-based distance education degree program. The School has been characterized by remarkable growth in the past five years and has added over 40 PhDs to its faculty in the last three years alone. This manifests itself in a strong and vibrant research culture within the School. Students in the School come from a variety of backgrounds, and many of our students and faculty are active in the Canadian business sector and/or have held senior positions in the public and private sectors. For more information on the School and its programs, see www.atkinson.yorku.ca/SAS/ or contact Vita Lobo, Administrative Assistant, at 416.736.2100, x22268.

Administrative Studies

Applications are invited for up to 13 tenure-track positions at the rank of Assistant Professor in the following areas: Accounting or Taxation/Tax Law (up to 5 positions); Human Resources Management (up to 4 positions); Marketing (up to 2 positions); MIS/Audit (1 position); Management Science (1 position). All positions will require undergraduate teaching and research, and may also require graduate teaching and supervision. Specific areas of interest and desirable additional factors include the following:

Accounting: any area of financial or Managerial Accounting is acceptable, with preference for a professional accounting designation; practical work experience in accounting.
Taxation/Tax Law: Canadian and/or U.S. tax law relevant to Canadian business; practical work experience in the area.
Human Resources Management: expertise in labour/industrial relations; occupational health and safety; critical approaches to HRM; international HRM.
Marketing: expertise in branding; marketing communications; e-marketing.
MIS/Audit: expertise in information systems audit and assurance, with preference for CISA or a professional accounting designation.
Management Science: supply chain management, logistics, decision analysis.
All areas: preferred experience in the development of master's and/or PhD degree programs; ability to teach upper-level courses.

The required qualifications for all positions are a PhD in hand or near completion in the relevant area, and excellence or promise of excellence in both teaching and research. In exceptional circumstances, a candidate with qualifications deemed equivalent to a PhD may be considered, including as follows: (1) in the Accounting area: a master's degree and a professional accounting designation; (2) in the MIS/Audit area: the CISA designation; (3) in the Taxation/Tax Law area: either a master's degree, professional accounting designation and enrolment in a PhD program with all course work and comprehensives completed, or an LLB or professional accounting designation and an LLM in Tax Law; and (4) in all cases, a strong established record of teaching, research and publication.

A signed letter of application with an up-to-date curriculum vitae, a statement of specific teaching and research interests, summaries of teaching evaluations (if available), and the names of three referees should be sent to: John Parkinson, Director, School of Administrative Studies, Room 223, Atkinson Building. Tel: 416.736.2100, x20538.

SCHOOL OF ANALYTIC STUDIES AND INFORMATION TECHNOLOGY

The School of Analytic Studies and Information Technology brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies, and Philosophy in a way that respects individual disciplinary perspectives while embracing an integrated analytical and applied approach to teaching across all programs areas. For more information on the School and its programs, see www.atkinson.yorku.ca/sasit/ or contact Elsie Ramkhelawan, Administrative Assistant, at 416.736.2100, x30098.

Applied and Business Economics

Applications are invited for three tenure-track positions at the Assistant Professor level. The Economics and Business Economics programs at Atkinson are distinguished by their focus on the application of economic principles in the investigation of contemporary socio-economic issues and the utilization of economic tools in applied managerial and public policy decision-making. The programs utilize a theory-in-context and application-based approach that emphasizes the empirical and inferential policy dimension of economics. Students are provided with an opportunity to pursue the study of economics as it is applied to a particular area. Candidates are sought who will enhance the applied focus of our Economics and Business Economics programs. Given our diverse student population and the complexities of a global economy, we welcome innovative researchers who have an interdisciplinary perspective on current economic and social challenges, and apply their tools of economic analysis in a variety of institutional settings. While outstanding applicants in every field of economics will be considered, we are particularly interested in appointing candidates in applied and/or business economics who have expertise in labour economics, industrial organization, applied econometrics, financial economics, and public sector economics. The successful candidates must have a PhD (or be near completion), show an ongoing commitment to excellence in scholarly research and publication, and demonstrate excellence or potential of excellence in teaching. The successful candidates will be expected to participate in teaching undergraduate and graduate students, to supervise doctoral students, and to contribute significantly to the advancement of our programs. Given the applied focus of our programs, policy and/or private sector experience is an asset.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one of which should address teaching and research), teaching evaluations, and one current research paper should be sent to: Dr. Ida Ferrara, Chair, Economics Search Committee, SASIT, 2005 Technology Enhanced Learning Building (TEL). Tel: 416.736.5232. Fax: 416.736.5188. E-mail: iferrara@yorku.ca

Philosophy

The Philosophy/Modes of Reasoning Program invites applications for a tenure-track position at the Assistant Professor level in applied and professional philosophy. The area of specialization is open. The successful applicant will be expected to teach and help create undergraduate courses that are professionally oriented in applied philosophy. These courses may include, but are not limited to, courses in Moral and/or Political Philosophy, Philosophy of Law and/or Justice, Practical Ethics and/or Applied Ethics. The successful applicant will be expected to teach basic introductory courses, upper-level courses in practical ethics and applied philosophy, and graduate courses in the area of specialization. A central feature of the Philosophy/Modes of Reasoning Program is our first-year, compulsory critical thinking program "Modes of Reasoning". The candidate must be committed to teaching in, and sustaining this program, and should show demonstrated competence in this area. Candidates must also be knowledgeable about technology-enhanced learning, and committed to using technology in face-to-face teaching and to developing online courses. Applicants must have a PhD, publications and ongoing research. Atkinson is committed to quality teaching and learning. The applicant should be able to demonstrate strong teaching ability, and have the potential to mount and maintain an active research agenda related to his or her specialty. Applicants should refer to the Philosophy Calendar and University website to specifically identify which courses they feel competent to teach.

Applicants should submit a letter of application with a current curriculum vitae, including the names and addresses of three referees and identifying areas of teaching and research interest, and arrange to have the letters of reference (at least one of which should address the applicant's teaching) sent directly, to: Professor Suzanne Jaeger, Co-ordinator, Philosophy/Modes of Reasoning/SASIT, 2064 TEL Building. E-mail: smjaeger@yorku.ca

CAREERS CARRIÈRES

Information Technology

The Information Technology Program comprises a series of interdisciplinary degree programs that combine information-technology with studies in fields such as administrative studies, health informatics, and professional writing. The Information Technology program is developing a proposal to form a separate School in the Atkinson Faculty, and is interested in developing new program initiatives at the undergraduate and/or graduate levels. Applications are invited for two tenure-track appointments. The first appointment is at the rank of Associate Professor. While outstanding applicants in all areas of Information Technology will be considered, the unit is interested in appointing candidates with teaching and research expertise in Human Computer Interaction; candidates with expertise in Data Security, Warehousing and/or Mining will also be considered. The successful applicant must be able to teach courses in human computer interaction, and will be expected to contribute to the development of new program initiatives in the unit. Appointment with tenure is possible if the applicant has already held tenure in a recognized program at another university. Applicants must have a PhD in an area relevant to the appointment, a proven record of research, and evidence of superior teaching. In exceptional circumstances, a candidate with qualifications deemed equivalent to a PhD may be considered. These qualifications may include: (1) a relevant university degree; (2) an established record of teaching, research and publication; (3) demonstration of an ongoing commitment to research and publication; and (4) extensive practical IT experience in an industry setting. Preference will be given to candidates who can either strengthen existing areas of present and ongoing research activity in information technology, or contribute significantly to new program initiatives. The second position is at the rank of Assistant Professor in the area of Data Security, Warehousing and/or Mining. The successful candidate must be able to develop and teach courses in information/Internet security. Applicants must have a relevant PhD, and show promise of excellence in independent scholarly research, and evidence of potential for superior teaching. Depending on academic qualifications, and teaching and research interests, a cross-appointment with another relevant academic unit may be appropriate (for example, in the case of a candidate with a background in Mathematics/Statistics, a cross-appointment between Atkinson ITEC/SASIT and the Faculty of Science and Engineering Mathematics/Statistics). An interest in participating in graduate teaching, mentoring and supervision is essential. The candidates are expected to be immediately or imminently appointable to the Faculty of Graduate Studies in a relevant existing graduate program, and to contribute to the development of new graduate programs in Informatron Technology.

Applicants should submit a letter of application with a current curriculum vitae, including the names and addresses of three referees and identifying areas of teaching and research interest, and arrange to have the letters of reference (at least one of which should address the applicant's teaching) sent directly, to: Professor Radu Campeanu, Coordinator, ITEC Program/SASIT, 2020 TEL Building. E-mail: campeanu@yorku.ca

Mathematics/Statistics

The Mathematics/Statistics Program invites applications for a one-year contractually limited appointment in the area of Statistics and/or Number Theory. Applicants must have a PhD in Mathematics and/or Statistics, and show excellence or promise of excellence in research, and evidence of potential for superior teaching. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity.

Applicants should submit a letter of application with a current curriculum vitae, including the names and addresses of three referees and identifying areas of teaching and research interest, and arrange to have the letters of reference (at least one of which should address the applicant's teaching) sent directly, to: Professor Paul Szeptycki, Co-ordinator, Mathematics Program/SASIT, 2064 TEL Building. E-mail: szeptyck@yorku.ca

SCHOOL OF ARTS AND LETTERS

The School of Arts and Letters offers a broad range of liberal arts programs and courses aimed at developing critical and analytical skills. In addition to well-established disciplinary programs in areas such as English and History, the School offers interdisciplinary programs in Culture and Expression, Humanities, Religious Studies, Women's Studies and Writing Programs. For more information on the School and its programs, see www.atkinson.yorku.ca/SAL/ or contact Sandra Geness, Administrative Assistant, at 416.736.2100, x33396.

Religious Studies/Biblical Studies

Applications are invited for a tenure-track position at the Assistant Professor level in the field of Religious Studies/Biblical Studies. The University is a secular institution. Applicants must be able to teach materials related to both the Old Testament and the New Testament from a historical and literary perspective. The successful candidate will be expected to teach a Humanities General Education course examining selected biblical texts (Old and New Testament) in their historical and literary context. Depending on program requirements and the specialist's specific interests, the opportunity exists to teach upper-level Humanities courses on the Old Testament, New Testament, Feminist Theology, or Religion and the Classical Tradition. Applicants must have a PhD or PhD completed at the time of appointment, show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda.

Modern European History

Applications are invited for a tenure-track position at the Assistant Professor level in the field of Modern European History. Applicants should be able to teach courses in the History of Modern Europe, among other areas such as the Enlightenment, the Scientific Revolution and European Politics, and to develop new courses according to their specific interests. The successful candidate will also be expected to contribute to interdisciplinary courses in the School's Humanities General Education program. Applicants must have a PhD or PhD completed at the time of appointment, show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda.

Applications to the School of Arts and Letters should include a letter of application (specifying the position for which you are applying) with an up-to-date curriculum vitae, a statement of research and teaching interests, a sample of academic writing, three letters of reference and teaching evaluations, and be sent to: Professor Madelyn Dick, Chair, School of Arts and Letters. Fax: 416.736.5766. E-mail: aksal@yorku.ca

SCHOOL OF SOCIAL SCIENCES

The School of Social Sciences has four degree programs: Political Science, Sociology, Social Science, and Public Administration and Management (a joint program with the School of Administrative Studies). The School offers a number of areas of concentration dealing with communication studies, ethnicity, race and culture, gender and families, political economy, public policy and management, public administration and justice, and work and the workplace, as well as certificate programs including the Certificate in Anti-Racist Research and Practice (CARRP), Refugee Studies and Public Sector Management. For more information on the School and its programs, see www.atkinson.yorku.ca/SSocials/ or contact Paula Yanolsky, Administrative Assistant, at 416.736.2100, x20487.

Public Policy and Administration

Applications are invited for a tenure-track position at the Assistant Professor level in Public Policy and Administration. The candidate must have expertise in urban/municipal policy and administration, and should be able to develop and teach new courses in both urban and provincial policy and administration. *The person appointed will be required to develop and teach two* new courses: one on Urban/Municipal Policy and Administration and the other on Provincial Policy and Administration, dealing with institutions at each level and issues such as urban/regional development, housing, education, health and intergovernmental relations, etc. These courses will enhance current offerings in the School of Social Sciences, including new degree programs such as the Public Policy and Management Program, the proposed Public Administration and Justice Program, and the proposed Ethnicity, Race and Culture Program. The successful applicant might also contribute to appropriate graduate programs, including a proposed new graduate program on Work, Rights and Regulation (currently under development). A requirement of the position is a commitment to the incorporation into research and teaching of issues of social inequality, including those related to class, gender, sexuality, disability, race, indigeneity and ethnicity. The successful applicant will have a completed PhD in Public Policy and Public Administration or a related field on the date of appointment, with a publication record commensurate with his/her stage of career. Excellence or promise of excellence in teaching is also required.

Applicants should submit a letter of application, including a curriculum vitae and statements of research and teaching interests/experience, and arrange to have three confidential letters of reference sent directly, to: Chair, Public Policy and Administration Appointments Committee, School of Social Sciences, Room 303 Atkinson Building.

Public Administration and Criminal Justice

Applications are invited for a tenure-track position at the Assistant Professor level for the BA and BA Honours program in Public Administration and Criminal Justice. Candidates must have a PhD by the date of appointment in Public Administration, Public Policy, Law, Political Science, Sociology, Criminology or a related discipline. The candidate will demonstrate excellence or promise of excellence in teaching and in scholarly research and publication in the area of public administration and criminal justice, including the criminal justice system. Expertise in the area of Aboriginal justice is an asset. The candidate's teaching will enhance current offerings in the School of Social Sciences, and contribute to exciting new undergraduate degree programs in Public Administration and Justice, and Public Policy and Management, as well as a master's program currently under review by the Faculty of Graduate Studies in Public Policy, Administration and Law. Graduate teaching and supervision may be required in a program appropriate to the successful candidate's academic qualifications and interests. Applicants should demonstrate a commitment to the principles of social justice and social equality, including those related to class, gender, sexuality, disability, race, indigeneity and ethnicity. Experience with, or a willingness to explore, the use of information technology in teaching is an asset.

Applicants should submit a letter of application, including a curriculum vitae and statements of research and teaching interests/experience, and arrange to have three confidential letters of reference sent directly, to: Chair, Public Administration and Criminal Justice Appointments Committee, School of Social Sciences, Room 303 Atkinson Building.

Communication and Culture

Applications are invited for a tenure-track position at the Assistant Professor level in the area of Communication and Culture. The person appointed will have core competence in the teaching of communication, critical pedagogy, and press theory. S/he will be expected to take on the co-ordination of the Communication Studies stream in 2007-08, and teach in the area of mass media and ideology as well as critical pedagogy and mass media. The successful candidate will also contribute to the Joint Graduate Program in Communication and Culture. Applications are invited particularly from scholars working on the social and professional regulation of print media, including newspapers and electronic media, specifically the Internet. A requirement of the position is a commitment to the incorporation into research and teaching of issues of social inequality, including those related to class, gender, sexuality, disability, race, ethnicity and indigeneity. The successful applicant will have a completed PhD on the date of appointment in a social science discipline, as well as a publication record commensurate with his/her stage of career. Excellence or promise of excellence in teaching is also required. In exceptional circumstances, a candidate may be considered who is deemed to have qualifications equivalent to a PhD, including: 1) university-level teaching experience; 2) a strong established record of research and publication; 3) a relevant university degree; and 4) relevant professional and/or industry experience in communication and culture.

Applicants should submit a letter of application, including a curriculum vitae and statements of research and teaching interests/experience, and arrange to have three confidential letters of reference sent directly, to: Chair, Communication and Culture Appointments Committee, School of Social Sciences, Room 303 Atkinson Building.

Ethnicity, Race and Culture

Applications are invited for a tenure-track position at the Assistant Professor level in the area of Ethnicity, Race and Culture (with an emphasis on Ethnicity, Race and Social Research, and Immigration and Refugee Issues). The person hired will develop and teach a new course on Ethnicity, Race and Social Research, and contribute to teaching a core course on Ethnicity and Ethnic Communities. The successful candidate will contribute to the development of new degrees at the BA and BA Honours levels as well as graduate levels on Race, Ethnicity and Culture. *S/he will participate in related programs, including the Certificate in* Anti-Racist Research and Practice (CARRP), Refugee and Migration Studies Certificate, and the stream in Diaspora Studies. The appointment is in the School of Social Sciences, with assignment of primary responsibilities to the Race, Ethnicity and Culture degree program once approved by Senate. Candidates must have a PhD (or a PhD completed by the date of appointment) in Sociology, Anthropology, Political Science, or Social or Cultural Geography, with excellence or promise of excellence in teaching, and demonstrated expertise and publications in the subject areas of ethnicity, indigeneity, race and culture. Specialized competence in Research Methods is also required.

Applicants should submit a letter of application, including a curriculum vitae and statements of research and teaching interests/experience, and arrange to have three confidential letters of reference sent directly, to: Chair, Ethnicity, Race and Culture Appointments Committee, School of Social Sciences, Room 303 Atkinson Building.

SCHOOL OF SOCIAL WORK

The School of Social Work, situated in the progressive, scholastically rich and interdisciplinary community of York University, is rapidly expanding and adjusting to meet the needs of students and provide innovative leadership in a changing social work profession. For more information on the School and its mission and programs, see www.atkinson.yorku.ca/SOWK/ or contact Ann Cooper, Administrative Assistant, at 416.736.2100, x66326.

Director, School of Social Work

The School of Social Work is seeking an Associate or Full Professor with tenure who will initially serve as the Director of the School for a three-year term. The candidate must have experience with university and departmental administration, and proven leadership skills that will promote collegiality. The Director will promote and support the development of a PhD program, and encourage research within the School and the broader York community. The Director is also expected to represent the School locally, nationally and internationally when required. In addition to administrative responsibilities, the Director continues her/his own research and undertakes graduate and undergraduate teaching. We are seeking a senior scholar who has a significant teaching, research and publication record in the field of social work, and whose research interests are congruent with the School's mission statement. Knowledge of, and experience working with diverse populations are required because of the multicultural nature of our School, University and community populations. Candidates must have a graduate degree in Social Work and a PhD degree. Preference will be given to a PhD in Social Work. However, consideration will also be given to candidates with practice and demonstrated scholarship in Social Work. Directors of academic units are appointed by the Dean – all candidates should therefore expect to be interviewed by the Dean as part of the interview process.

CAREERS CARRIÈRES

A letter of application responding to the requirements above, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and samples of recent publications should be sent to: Vaipu Lindstrom, Chair of the Hiring Committee, Acting Director, School of Social Work, Kinsmen Building.

Social Work

Applications are invited for up to three tenure-track positions at the Assistant Professor level. Candidates must be eligible to teach in the undergraduate and graduate programs. The School has an interest in candidates with excellence or promise of excellence in teaching and research in one or more of the following areas: social work practice with individuals, families, groups and communities from a critical perspective (a priority will be given to this area); mental health; critical disability; and other areas related to critical social work practice and education. The School has close ties with diverse local communities, and participates in interdisciplinary research projects within the York community, nationally and internationally. Candidates must have knowledge of, and experience working with diverse and marginalized populations, together with a clear appreciation and understanding of the mission statement of the School, especially in the areas of critical theory, social justice and human rights. Candidates must have a graduate degree in Social Work and a PhD degree (or PhD near completion). Preference will be given to a PhD (or PhD near completion) in Social Work. Consideration will also be given to candidates with practice and/or demonstrated scholarship in Social Work.

A letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Vaipu Lindstrom, Chair of the Hiring Committee, Acting Director, School of Social Work, Kinsmen Building.

SCHOOL OF NURSING

The School of Nursing offers the first Collaborative BScN degree in Ontario, and an established Post-RN BScN, and is in the process of developing a graduate-level Primary Health Care Nurse Practitioner program. In September 2005, we welcome the introduction of our 2nd Degree Entry BScN program and the continuation of our BScN bridging program for Internationally Educated Nurses. A Master of Science in Nursing program was initiated in May 2005, following provincial approval. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness. The School is seeking to diversify its faculty, and welcomes applications from persons in groups designated by York University's Affirmative Action Program. For more information on the School and its programs, see www.atkinson.yorku.ca/NURS/ or contact Tammy Tam, Administrative Assistant, at 416.736.2100, x33379.

Applications are invited for up to two tenure-track positions in the professorial stream and one tenure-track position in the alternate stream. Professorial-stream appointments will be made at the Assistant or Associate Professor level (appointment with tenure at the rank of Associate Professor is possible if the candidate already holds tenure in a recognized program at another university). The alternate-stream appointment will be made at the Assistant Lecturer level. The School is seeking candidates with teaching expertise and related research in one or more of the following areas: research methods utilization and evaluation, community/public health, nursing ethics, transcultural health, health and aging, women's health; and/or teaching and practice experience in one or more of these areas: community/public health, acute/critical care, gerontology, long-term care, maternal and child health. Candidates should have knowledge of nursing theories, the human science paradigm, co-operative learning perspectives and the caring curriculum paradigm. Experience using a co-operative learning pedagogical framework is an asset. Evidence of involvement in a research and publication program is essential for professorial-stream appointments. The School is particularly interested in candidates who are eligible for external research funding and grants, have established research programs, and have graduate supervision experience. All applicants must have a BScN degree (or equivalent) and be eligible for registration in the College of Nurses of Ontario. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence with registration in another country). Successful candidates would normally be expected to become eligible for CNO registration within the first two years of the appointment. Proof of academic credentials is required prior to appointment. Experience with technology-enhanced distance learning is an asset. In the case of the professorial tenure-track appointment at the rank of Assistant Professor, candidates must have a PhD (or PhD in progress) in Nursing or a health-related field. A graduate-level degree in Nursing is an asset. Candidates must show excellence or promise of excellence in teaching and in scholarly research and publication. At the rank of Associate Professor, candidates must have a PhD in Nursing or a health-related field. A graduate-level degree in Nursing is an asset. Candidates must demonstrate excellence in teaching and research with a strong record of publication. For the alternate-stream appointment, a PhD or PhD in progress is preferred. Applicants must have a master's degree in Nursing or a related field. Evidence of excellence or promise of excellence in teaching is required, as is relevant expertise in clinical practice.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (one of which should address teaching), and teaching evaluations (if available) should be sent to: Dr. Lesley Beagrie, Director, School of Nursing, Room 313, HNES Building. Fax: 416.736.5714. Tel: 416.736.5271. E-mail: nursjobs@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For contractually limited term positions only, temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

uOttawa

L'Université canadienne
Canada's university

Faculty Position, Division of Clinical & Functional Anatomy

The Department of Cellular and Molecular Medicine, University of Ottawa, invites applications for a tenure-track position in the Division of Clinical and Functional Anatomy, commencing July 1, 2006. The appointment will be at a rank commensurate with experience.

The candidate will be required to undertake teaching responsibilities in French, primarily in the Anatomical Sciences (Histology, Embryology, Neuroanatomy). Duties will include the teaching and coordination of specific components of the Anatomical Sciences in the first and second year medical curriculum. In addition, the professor will be required to participate in curriculum development for an innovative laptop-based medical program, develop innovative strategies for technology-assisted learning and undertake administrative functions in the Division of Clinical and Functional Anatomy, Department of Cellular and Molecular Medicine. Moreover, the successful applicant will be expected to develop a research program, which may be in the field of medical education, and establish effective working relationships with the Office of Medical Education (MedEd) and the Academy for Innovation in Medical Education (AIME).

Applicants require an M.D., and/or Ph.D. from a recognized university with a specialization in the biomedical sciences or equivalent based on many years of relevant experience. The candidate must also possess an excellent knowledge of medical terminology. Preference will be given to candidates with a proven competency and track record in teaching and technology-assisted learning in an undergraduate medical program. Candidates should have a strong academic background and a commitment to excellence in teaching.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Conditions of employment are set by a collective agreement. In keeping with a proactive policy on employment equity, the University of Ottawa strongly encourages applications from women candidates.

To obtain more information or make application, contact:
Dr. Bernard Jasmin, Chair
Department of Cellular and Molecular Medicine
University of Ottawa
Ottawa, ON, K1H 8M5
Tel: (613) 562-5425
Fax: (613) 562-5636
E-mail: jasmin@uottawa.ca

Application deadline is **December 1, 2005.** Enclose curriculum vitae and the names and contact information of three references with letter of application.

Poste académique
Division d'anatomie clinique et fonctionnelle

Le Département de médecine cellulaire et moléculaire de l'Université d'Ottawa est à la recherche de candidat(e)s pour combler, dès le 1er juillet 2006, un poste de professeur menant à la permanence à la Division d'anatomie clinique et fonctionnelle. Le poste sera évalué selon l'expérience des candidats.

Les candidat(e)s donneront en français, surtout des cours en sciences anatomiques (embryologie, histologie, neuroanatomie). Les tâches de ce poste comprendront de l'enseignement et de la coordination des composants des sciences anatomiques au niveau des première et deuxième années de médecine. Le/la candidat(e) devra participer au développement du curriculum de médecine basé sur ordinateur portable. Il sera aussi requis que le/la candidat(e) participe au développement de nouvelles stratégies d'apprentissage assistée de technologies et qu'il (elle) puisse assumer des tâches administratives au sein de la Division de l'anatomie clinique et fonctionnelle au Département de médecine cellulaire et moléculaire. Il est aussi attendu que le/la candidat(e) choisi(e) développera un programme de recherche, qui peut être en matière d'éducation médicale et établiront des relations de travail efficaces avec le Bureau de l'éducation médicale (MedEd) et l'Académie pour l'innovation en enseignement médical (APIEM).

Le/la candidat(e) doit détenir un doctorat (M.D. et/ou Ph.D.) en spécialisation en sciences biomédicales d'une université reconnue ou l'équivalent basé sur plusieurs années d'expérience pertinente. Une excellente connaissance de la terminologie médicale est essentielle. La préférence sera donnée au/à la candidat(e) qui démontrera une compétence reconnue en enseignement et dans les technologies d'apprentissage au niveau du programme de médecine du 1er cycle. Le/la candidat(e) devra posséder une bonne formation scolaire et faire preuve d'un engagement envers l'excellence de l'enseignement.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse d'abord aux citoyens canadiens et aux résidents permanents. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université d'Ottawa applique une politique d'équité en matière d'emploi et encourage fortement les femmes à poser leur candidature.

Pour obtenir de plus amples informations ou pour faire demande, prière de faire parvenir votre candidature, votre curriculum vitae ainsi que le nom et les coordonnées de trois répondants avant **le 1er décembre 2005**, au : **Dr. Bernard Jasmin, Directeur, Département de médecine cellulaire et moléculaire, Université d'Ottawa, Ottawa, ON, K1H 8M5**, (613) 562-5425, télécopieur : (613) 562-5636 ou par courriel : jasmin@uottawa.ca.

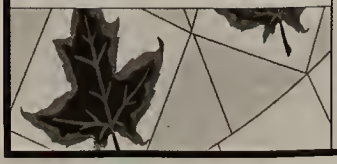
CAREERS CARRIÈRES

u Ottawa

L'Université canadienne
Canada's university

Fondée en 1848, l'Université d'Ottawa est un établissement bilingue exceptionnel, à quelques minutes de marche de la plupart des grandes institutions nationales. Ses 32 000 étudiantes et étudiants et son corps professoral animent un milieu des plus dynamiques, axé sur l'innovation et la créativité, et entouré d'infrastructures scientifiques et culturelles de première qualité.

Founded in 1848, the University of Ottawa is an outstanding bilingual institution located in the core of the nation's capital. Its professors and 32,000 students create a vibrant setting driven by innovation and intellectual creativity, and supported by exceptional research and cultural infrastructures.



Postes réguliers de professeure ou professeur

Faculté des sciences sociales

La Faculté des sciences sociales offre, en français et en anglais, des programmes de baccalauréat, de maîtrise et de doctorat répartis dans sept départements, écoles et instituts. Avec ses quelque 6 000 étudiantes et étudiants, ses 190 professeurs réguliers, son vaste choix de programmes et ses centres de recherche, la Faculté des sciences sociales occupe une place privilégiée au cœur de l'Université d'Ottawa. Les étudiant(e)s diplômé(e)s de la Faculté, encadré(e)s par des chercheurs chevronnés, mènent des travaux de fine pointe dans nos programmes de maîtrise et de doctorat.

La **Faculté des sciences sociales de l'Université d'Ottawa** recherche des professeures ou professeurs dans les domaines suivants :

Faculté des sciences sociales
- Un poste en développement international (embauche possible à tous les rangs universitaires)
- Un poste en gérontologie (interventions pluridisciplinaires en gérontologie)

Département de criminologie
- Deux postes en criminologie

Département de sociologie
- Un poste en anthropologie, spécialisé soit en théorie anthropologique de tradition française, soit dans la recherche sur les autochtones des Amériques
- Un poste en sociologie, avec expertise dans l'analyse quantitative de données
- Un poste en sociologie, avec expertise dans au moins un des champs suivants : démographie, développement international, technologie

École d'études politiques
- Un poste en politique canadienne
- Deux postes en relations internationales
- Deux postes en politique comparée, dont un spécialisé en développement international (pour ce dernier poste en développement international, embauche possible à tous les rangs universitaires)
- Un poste en administration publique

École de psychologie
- Un poste en psychologie, spécialisé en méthodes quantitatives
- Un poste en psychologie, spécialisé en psychologie clinique de l'enfant ou de l'adolescent

École de service social
- Trois postes, dont un pouvant être comblé à tous les rangs universitaires

Fonctions
- Enseignement à tous les cycles d'études
- Encadrement d'étudiantes et étudiants aux deuxième et troisième cycles
- Activités de recherche et publication
- Participation aux activités éducatives et administratives de l'Université
- Accomplissement de toute autre activité prévue dans la convention collective

Critères de sélection
- Doctorat (les candidatures sur le point de compléter leur doctorat seront considérées)
- Excellence ou potentiel d'excellence en enseignement, en recherche et en travail d'équipe
- Qualité du dossier de publication et en recherche

Bilinguisme
L'Université d'Ottawa étant un établissement bilingue, tous les professeures et professeurs de la Faculté de sciences sociales doivent démontrer un bilinguisme actif pour accéder à la permanence. Les exigences linguistiques spécifiques de chaque poste à l'embauche figurent sur notre site Web. L'Université offre aux membres et à leur conjoint ou conjointe la possibilité de suivre des cours pour parfaire leur langue seconde officielle.

Niveau à l'embauche
Sauf indication contraire, l'embauche se fait au rang d'adjoint.

Conditions et salaire à l'embauche
Selon la convention collective en vigueur. Postes menant à la permanence; sujet à une approbation budgétaire.

Entrée en fonction : 1er juillet 2006 ou à une date ultérieure

Visitez notre site Web pour connaître la description détaillée de ces postes et les modalités pour poser votre candidature : **www.socialsciences.uottawa.ca/fra/index.asp**

www.u Ottawa.ca

Conformément aux exigences d'immigration du Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Full-Time Faculty Positions

Faculty of Social Sciences

The Faculty of Social Sciences comprises seven departments, schools and institutes, which offer undergraduate, master's and doctoral programs in both English and French. With its 6,000 students, 190 full-time professors, and wide array of programs and research centres, the Faculty of Social Sciences plays a key role at the heart of the University of Ottawa. Its graduate students are guided and trained by excellent researchers and undertake cutting-edge research in the Faculty's master's and Ph.D. programs.

The Faculty of Social Sciences at the University of Ottawa is accepting applications for academic positions in the following areas:

Faculty of Social Sciences
- One position in international development (possibly hiring at any academic rank)
- One position in gerontology (multidisciplinary interventions in gerontology)

Department of Criminology
- Two positions in criminology

Department of Sociology
- One position in anthropology, either specializing in French anthropological theory or having research expertise on Aboriginal peoples of the Americas
- One position in sociology, specializing in quantitative methods
- One position in sociology, specializing in one or more of the following areas: demography, international development, technology

School of Political Studies
- One position in Canadian politics
- Two positions in international relations
- Two positions in comparative politics, with one specializing in international development (possibly hiring at any academic rank in international development)
- One position in public administration

School of Psychology
- One position, specializing in quantitative methods
- One position, specializing in child or adolescent clinical psychology

School of Social Work
- Three positions (one position possibly hiring at any academic rank)

Duties
- Teach at the undergraduate and graduate levels
- Supervise master's and Ph.D. students
- Conduct research and publishing activities
- Participate in academic and administrative activities
- Perform other activities as specified in the collective agreement

Qualifications
- Hold a Ph.D. (candidates who are close to completing a Ph.D. will be considered)
- Demonstrate excellence or the potential for excellence in teaching, research and team work
- Possess a strong publication and research track record

Bilingualism
The University of Ottawa is a bilingual institution, and all professors in the Faculty of Social Sciences must be actively bilingual to gain tenure. Please visit our Web site to confirm the specific linguistic requirements of each position at the time of hiring. The University offers second-language training to staff members and their spouses.

Hiring level
Unless otherwise indicated, hiring is at the "assistant professor" level.

Hiring conditions and salary
These are set by the current collective agreement. Tenure-track positions are also subject to budget approval.

Starting date: July 1, 2006 or later

Visit our Web site for complete job descriptions and application details: **www.socialsciences.uottawa.ca/eng/index.asp**

www.u Ottawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

CAREERS CARRIÈRES

Saint Mary's University
Halifax, Nova Scotia, Canada

Director, Continuing Education

Saint Mary's University invites applications and nominations for the position of Director of Continuing Studies for a term of five years (renewable) commencing January 1, 2006 or as soon thereafter as possible.

Continuing Education at Saint Mary's has a distinguished history of innovative programming and strong community outreach at both the Robie Street and World Trade Center campuses of Saint Mary's. Continuing Education is organized in two broad areas of program administration, one encompassing distance and extension credit programs (including a large summer school), the other focusing on non-credit executive and professional development programs. The division also offers community-based programming such as its successful offering for Elder Learners, and is widely known for its commitment to lifelong learning.

Reporting to the Vice-President Academic and Research, the Director will be responsible for providing strategic leadership to the Division of Continuing Education; overseeing program development, promotion and delivery; managing the budget and financial affairs of Continuing Education; promoting collaboration and partnerships both within the University and externally; and representing the University on appropriate external committees and organizations.

The successful candidate will have a keen understanding of the challenges and opportunities facing post-secondary education; a record of demonstrated success in strategic planning and change management; excellent communication and team-building skills; proven ability to promote collaboration and build partnerships; business acumen; an understanding and commitment to a "business model" approach to program management; and an entrepreneurial spirit. Minimal educational requirements are a Master's degree in an appropriate discipline.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. The Search Committee will begin to consider applications on **October 15, 2005** and continue until the position is filled. Nominations and applications should be sent in confidence to:

Dr. Terrence Murphy, Vice-President, Academic and Research
Chair, Search Committee for Director of Continuing Education
Saint Mary's University, Halifax, Nova Scotia, B3H 3C3
Fax: (902) 420-5104
Email: vpacademic@smu.ca

www.smu.ca

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2006. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada, N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on December 15, 2005, and the final deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the field of computational mathematics, to begin on or after July 1, 2006. The position is at the Assistant Professor level, and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). The primary area of interest is numerical methods for PDEs, for example, stochastic PDEs, multiscale PDE modeling, and numerical linear algebra methods. Involvement in an area of application that overlaps with current activity in the department will be an advantage. Candidates should show evidence of outstanding potential in research and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level and for the supervision of graduate students. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, Together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. It is expected that the successful applicant will play an active role in the new faculty-wide program in Computational Mathematics. Further information may be obtained at www.math.uwaterloo.ca/AM_Dept and www.math.uwaterloo.ca/ComputationalMathematics. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **ART HISTORY (EARLY MODERN/RENAISSANCE) — University of British Columbia.** The University of British Columbia invites applications for a tenure-track appointment in Early Modern/Renaissance Art History at the rank of Assistant or Associate Professor beginning July 1, 2006. UBC, one of the largest and most distinguished universities in Canada, has excellent resources for scholarly research. Located on the Pacific Rim, Vancouver is a young, vibrant and ethnically diverse city contributing to the unique opportunities associated with this position. The candidate must possess a PhD and demonstrate serious engagement with theoretical issues and debates within the discipline and involvement with innovative research approaches. All specialties will be considered including candidates dealing with issues of new world contact. For a listing of current courses taught in our department please consult our department website: www.finearts.ubc.ca. Course re-development will be aligned with the successful candidate's specialty. Please submit a CV, a statement concerning teaching and research methods, significant publications, and three letters of reference to: Dr. Serge Guilbaut, Chair, Early Modern Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Deadline: October 31, 2005.

■ **ART HISTORY (JAPANESE & EAST ASIAN) — University of British Columbia.** The University of British Columbia invites applications for a tenure-track appointment in Japanese and East Asian Art History at the rank of Assistant Professor beginning July 1, 2006. UBC, one of the largest and most distinguished universities in Canada, has a particularly strong commitment to Asian studies and excellent resources for scholarly research. Located on the Pacific Rim, Vancouver is a young, vibrant and ethnically diverse city contributing to the unique opportunities associated with this position. The candidate must possess a PhD and demonstrate serious engagement with contemporary issues and debates within the discipline, and involvement with innovative research approaches. Specialty may be in any historical period including the modern era. Familiarity with the historical span of Japanese and East Asian art is required for teaching as our department offers degrees in Art History at all levels including the PhD. For a listing of current courses taught in our department please consult our department website: www.finearts.ubc.ca. Course re-development will be aligned with the successful candidate's specialty. Please submit a CV, a statement concerning teaching and research methods, significant publications, and three letters of reference to: Dr. Marvin Cohodas and Rhodri Windsor Liscombe, Co-Chairs Japanese and East Asian Search Committee, Department of Art History, Visual Art and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, BC, V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Deadline: October 31, 2005.

B

■ **BIOLOGIE — University of Alberta.** La Faculté Saint-Jean de la University of Alberta sollicite des candidatures pour combler un poste de professeure ou professeur au rang d'adjoint conduisant à la permanence, dans le domaine de le microbiologie, la biologie cellulaire ou la génétique. La date prévue d'entrée en fonction est le 1er juillet 2006. Les fonctions comprennent la recherche, l'enseignement au niveau du 1er cycle et des tâches administratives. La tâche d'enseignement comprendra des cours d'introduction à la biologie cellulaire, la génétique et la biologie cellulaire des eucaryotes. Les candidat(e)s doivent détenir un diplôme de doctorat, avoir une expérience postdoctorale, un dossier valable de publications et un potentiel favorable d'obtention de subventions externes. Une excellente connaissance de la langue française est requise. Faculté de langue française au sein d'une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans ses programmes de BA, BAA (conjointement avec la School of Business), BEd, BEd après diplôme, BSc, BSc/soins infirmiers, BSc/conservation et environnement, MA et MEd. Les personnes intéressées sont priées de transmettre une lettre de demande, un curriculum vitae et les noms de trois répondants, d'ici le 30 novembre 2005, à: Marc C. Amal, PhD, Doyen, Faculté Saint Jean, University of Alberta, 8406, rue Marie-Anne-Gaboury (91 Street), Edmonton, AB, T6G 4G9; Télécopieur: (780) 465-8760; www.fsj.ualberta.ca. Tout le matériel soumis doit être présenté en français. La University of Alberta encourage les candidatures de toute personne qualifiée; cependant, la priorité sera accordée aux citoyen.ne.s canadien.ne.s et aux résident.e.s permanent.e.s. En l'absence de candidat.e.s citoyen.ne.s canadien.ne.s ou résident.e.s permanent.e.s répondant aux exigences du poste, nous considérerons d'autres personnes. La University of Alberta respecte le principe d'équité en matière d'emploi. Comme em-

McGill

Doyen, Faculté des arts

Fondée en 1821, l'Université McGill s'est bâti une réputation mondiale en raison de l'excellence de ses activités d'enseignement et de recherche dans un vaste éventail de facultés, ce qui lui confère un caractère international à nul autre pareil au Canada et fait d'elle un chef de file dans le secteur des études supérieures. Située à Montréal, l'Université bénéficie d'un environnement riche et diversifié, tant sur le plan culturel que sur celui des loisirs. McGill compte 21 facultés et écoles professionnelles, une population d'environ 30 000 étudiants, un corps enseignant permanent de renommée mondiale de 1 500 membres et un personnel de soutien formé de 6 500 employés. Pour de plus amples renseignements au sujet de l'Université McGill, visitez **www.mcgill.ca**.

McGill est à la recherche de candidats exceptionnels combinant érudition et leadership manifestes pour le poste de doyen de la Faculté des arts. Les candidats doivent posséder une vision éclairée des sciences humaines et sociales, qui s'étend au-delà des barrières traditionnelles, et qui englobe l'innovation et la créativité. Les candidats au poste de doyen de la Faculté des arts doivent pouvoir travailler en anglais et en français, ou être disposés à perfectionner leurs compétences pour ce faire.

La Faculté des arts est une communauté dynamique, pluraliste et engagée intellectuellement, caractérisée par un fort esprit de collégialité et de créativité en enseignement et en recherche. Le corps enseignant est formé de plus de 260 membres permanents et l'Université compte 5 000 étudiants de premier cycle et 1 500 étudiants aux études supérieures. Ses départements, écoles, programmes interdisciplinaires, centres, instituts et unités affiliées soutiennent toute la gamme de disciplines de sciences humaines et sociales, et offrent l'occasion de remettre en question les barrières intellectuelles établies et de jeter les ponts entre les façons de penser. Depuis plusieurs années, il y a un renouveau remarquable, de même qu'à une croissance du nombre de membres au sein de la Faculté.

Le titulaire du poste de doyen assurera un solide leadership intellectuel en ce qui a trait à l'innovation et à l'évolution de l'ensemble de la Faculté, et aura pour tâche d'encadrer un groupe de jeunes collègues dynamiques et doués. Il pourra profiter d'occasions exceptionnelles de faire progresser le dossier de l'enseignement au sein de la Faculté, de continuer à attirer les meilleurs étudiants de premier, deuxième et troisième cycles du monde entier et de soutenir les besoins prioritaires de la Faculté en matière d'espace, afin qu'elle se dote d'installations de premier plan.

L'Université McGill souscrit à l'équité en matière d'emploi. Tous les candidats qualifiés sont invités à poser leur candidature; toutefois, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. Les nominations, candidatures et expressions d'intérêt doivent être soumises à l'adresse indiquée ci-dessous. Les candidats doivent faire parvenir leur curriculum vitæ soutenu par trois lettres de recommandation ou plus. L'examen des demandes commencera le 4 novembre 2005. Le titulaire du poste sera nommé pour un mandat renouvelable de cinq ans à compter du 1er juin 2006 ou le plus tôt possible, selon la date dont conviendront les parties.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
mcgillartsdean@jwasearch.com

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Department of History
University of Toronto

Tenure-Track Position in Chinese History

The Department of History, University of Toronto, St. George campus, invites applications for a tenure-track position at the rank of senior associate or full professor, in Chinese history. Period and specialization are open. The Department encourages applications from scholars whose work will contribute to interdisciplinary teaching and research, both with the Department of History and among the broader community of Asia scholars at the University. The Department intends to make an appointment for July 1, 2006.

Applicants must have a Ph.D. and a record of excellence in teaching and research. Duties consist of research and graduate and undergraduate teaching. Salary commensurate with experience and qualifications. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus.

Applications should be sent to **Professor Lorna Jane Abray, Chair, Department of History, Sidney Smith Hall Room 2074, 100 St George St, Toronto Ontario Canada M5S 3G3.** Applications should include curriculum vitae, a letter outlining current and future research interests and discussing the contribution she/he would seek to make to the Department and University, ONE writing sample (e.g., an article offprint or conference paper), and materials relevant to teaching experience (e.g., course outlines and handouts, student survey results). Applicants should also ask three referees to write letters directly to Professor Abray. Materials must be received by **November 21, 2005.**

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The successful candidate will have opportunities to work with University's interdisciplinary Department of East Asian Studies, as well as in a variety of collaborative programs, including the Dr. David Chu Program in Asia Pacific Studies, Women's and Gender Studies, and Sexual Diversity Studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

ployeur, elle lavorse la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

■ **BIOLOGY — St. Francis Xavier University.** Applications are invited for an Aquatic Animal Physiologist to enhance our research program on aquatic organisms. The ideal candidate will have a PhD, postdoctoral experience, a keen interest in teaching at the undergraduate level and a strong research record with the ability to establish an externally funded research program. Our university is adjacent to the Atlantic Coast and Northumberland Strait, near a major estuary, several river systems and in a region at mixed forest and farmland. The Department is housed in a recently renovated building and includes well-equipped lecture and laboratory facilities; a self-contained animal care facility with freshwater and seawater systems; microscope facilities include a TEM, SEM and Confocal LSM, coordinated by a skilled technologist; and there also are excellent computing facilities. The Department supports a small MSc program. Teaching commitments will include two courses with laboratories each semester, including Animal Biology (Biol 201), Vertebrate Physiology (Biol 304) and two upper level courses in related areas, or the applicant's specialty. New faculty, normally receive start-up funds and partial teaching relief in the first year. Applications will be accepted until the position is filled, but review will begin after October 31st 2005. The successful applicant will be expected to start in July 2006. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. In the event that such a candidate is not identified as suitable, appropriately qualified non-Canadians will be considered, and are therefore welcome to apply. StFX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and persons with disabilities. Send documentation, including CV, statements of research and teaching interests plus names of three referees to: Dr. John Buckland-Nicks, Chair, Biology Department, StFX, Box 5000, Antigonish, N.S. B2G 2W5, mmurphy@stfx.ca Tel: 902-867-2137; Fax: 902-867-2389. More information about the Department is available at www.stfx.ca/academic/biology/.

■ **BUSINESS — Wilfrid Laurier University.** The Department of Business at Wilfrid Laurier University invites applications for a Tenure-Track appointment at the rank of Assistant Professor in the Management and Organizational Behaviour Area commencing July 1, 2006. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **BUSINESS — Wilfrid Laurier University.** The Department of Business at Wilfrid Laurier University invites applications for one position at tenured or tenure-track level in the Operations & Decision Sciences area, commencing July 1, 2006. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **BUSINESS & SOCIETY — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Business and Society. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **BUSINESS STRATEGY — University of Windsor.** The Odette School of Business at the University of Windsor invites applications for a tenure-track position in Business Strategy at the rank of Assistant Professor commencing July 1, 2006. The advertisement deadline date is November 18, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 3091; Fax: 519-973-7073; E-mail: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bean Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

C

■ **CANADIAN HISTORY — University of Waterloo.** Applications are invited for a position at the Associate Professor or Full Professor level in modern Canadian history. Individuals from all fields are invited to apply and particularly those with an interest in political history and/or public policy. Candidates must have a stellar publication record. Ability to teach large undergraduate courses and experience in supervising graduate students are essential. The appointment is effective July 1, 2006. Applicants should send a curriculum vitae, a list of courses taught, summaries of recent teaching evaluations, and three reference letters evaluating scholarship to Dr. Patrick Harrigan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. Closing date for applications is November 15, 2005. Please note that applications sent by facsimile or e-mail will not be accepted.

■ **CHEMICAL EDUCATION — University of Windsor.** The University of Windsor invites applications for a three-year limited-term position in the Department of Chemistry and Biochemistry in the area of Chemical Education at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Douglas W. Stephan, Head, Department of Chemistry & Biochemistry, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: 519.253.3000, Ext. 3537; Fax: 519.973.7098; E-mail: stephan@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bean Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CHEMISTRY — University of New Brunswick (Saint John Campus).** The Department of Physical Sciences at the Saint John campus of the University of New Brunswick invites applications for a four-month term appointment at the instructor level commencing January 1, 2006. The position is subject to final budgetary approval. Candidates should have a PhD in Organic Chemistry, Biochemistry, or a closely related field. UNB Saint John has a strong commitment to undergraduate teaching; therefore, demonstrated excellence in teaching would be of merit. The appointee will be required to teach effectively at the undergraduate level providing primarily core organic chemistry and biochemistry courses (lecture and practical labs). Applicants must submit a curriculum vitae, teaching philosophy and teaching evaluations and arrange to have three reference letters sent directly to the Department of Physical Sciences, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5; Fax: (506) 648-5948; e-mail: physci@unbsj.ca. Review of applications will commence on October 15, 2005. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **CHEMISTRY — University of Waterloo.** Applications are being invited for a Tier II Canada Research Chair faculty position in the Department of Chemistry and the Institute for Quantum Computing. The search is focused on experimental chemists with strong research accomplishments in the field of quantum information, particularly in the areas of ion traps and quantum dots, although promising candidates in all areas of overlap between quantum information and chemistry will be considered. Salary will depend on the candidate's qualifications. Effective date of appointment: January 1, 2006. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. The Department of Chemistry, http://www.science.uwaterloo.ca/chemistry, is part of the Faculty of Science and has thriving groups in all areas of chemistry, including organic chemistry, inorganic chemistry, polymer and materials chemistry, physical and theoretical chemistry, analytical chemistry and biochemistry. It is also launching, together with the Departments of Chemical Engineering and of Electrical and Computing Engineering, a new undergraduate program of Nanotechnology. Quantum information research implemented using nuclear magnetic resonance spectroscopy has been established within the Department. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.ca. The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The successful candidate will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and the UW Centre for Applied Cryptographic Research. Interested individuals should send a curriculum vitae, a (minimum) 10 page research proposal, selected reprints/preprints and arrange for three letters of recommendation from professional references to be sent to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is 31 October 2005 (late applications may be considered if position remains unfilled).

■ **CHEMISTRY — University of Waterloo.** Applications are being invited for a tenure-track faculty position in the Department of Chemistry and the Institute for Quantum Computing. The search is focused on experimental chemists with strong research accomplishments in the field of quantum information, with emphasis on the areas of ion traps and quantum dots. Salary will depend on the candidate's qualifications. Effective date of appointment: January 1, 2006. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. The Department of Chemistry, http://www.science.uwaterloo.ca/chemistry, is part of the Faculty of Science and has thriving groups in all areas of chemistry, including organic chemistry, inorganic chemistry, polymer and materials chemistry, physical and theoretical chemistry, analytical chemistry and biochemistry. It is also launching, together with the Departments of Chemical Engineering and of Electrical and Computing Engineering, a new undergraduate program of Nanotechnology. Quantum information research implemented using nuclear magnetic resonance spectroscopy has been established within the Department. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.ca. The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The successful candidate will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and the UW Centre for Applied Cryptographic Research. Interested individuals should send a curriculum vitae, a (minimum) 10 page research proposal, selected reprints/preprints and arrange for three letters of recommendation from professional references to be sent to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is 31 October 2005 (late applications may be considered if position remains unfilled).

■ **CHEMISTRY/PHYSICS — University of Waterloo.** The Department of Chemistry and the Department of Physics at the University of Waterloo are seeking to nominate a candidate for a Natural Science and Engineering Research Council (NSERC) University Faculty Award (UFA) in the Fall 2005 competition. NSERC UFA's can only be held by women and aboriginal people in science and engineering. A successful candidate will be appointed as a regular tenure-track faculty member at the Assistant Professor level in both Departments, starting September 1, 2006. Applicants whose research lies on the interface between chemistry and physics will be considered. Applicants should have a PhD degree and will normally have postdoctoral experience. The candidate will be expected to develop an innovative, externally-funded research program as well as an excellent teaching record at both the undergraduate and graduate levels. Inquiries and applications should be directed to: Chemistry-Physics UFA Search, Department of Chemistry, University of Waterloo, 200 University Avenue West, Waterloo, ON, N2L 3G1, Canada. Applicants should submit a complete curriculum vitae, a research proposal (maximum 5 pages in length), and arrange for three letters of recommendation from professional references to arrive before October 15, 2005. Additional information concerning the Department of Chemistry and the Department of Physics can be found at: http://science.uwaterloo.ca/chemistry; http://science.uwaterloo.ca/physics In accordance with UFA requirements, this position is available only to Canadian citizens and permanent residents of Canada.

■ **CINEMA STUDIES / FRENCH — University of Toronto (St. George Campus).** The University of Toronto's Cinema Studies Program (at Innis College) and the Department of French invite applications for a tenure stream appointment at the rank of Assistant Professor. The Cinema Studies Program at Innis College and the Department of French are seeking applicants with an extensive knowledge of French cinema, film theory and/or contemporary cultural theory. Knowledge of other French-language cinemas (such as Quebec cinema, African, and/or Caribbean cinema) would be an asset. The successful candidate will teach film courses at undergraduate, introductory, and advanced levels in the Innis College Cinema Studies Program, and at the graduate level in the Department of French. As well, the successful candidate will be expected to be involved in supervising individual students, pursuing scholarship, and participating in the affairs of the College and the Department. In their publications, dissertation, and course work, candidates must exhibit evidence of strong research in film. A record of teaching experience in cinema studies is also required. Applicants must also be able to teach in both English and French. A PhD in Film or French (film stream) preferred. Salary to be commensurate with qualifications and experience. The expected start date for the position is July 1, 2006. Duplicate letter of application, CVs, transcripts, along with a recent publication (either published or submitted) should be sent to: Principal, Innis College, University of Toronto, 2 Sussex Ave., Toronto,

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Research Chair, Health Informatics Research

The Faculty of Medicine and Dentistry invtes applications for the position of Research Chair in Health Informatics.

Responding to the critical need for better use of information technology within health care and the opportunities presented by a number of local and provincial initiatives in this area, the University of Alberta, in partnership with Capital Health, has established a Research Chair in Health Informatics.

With the support of this partnership, the Chair holder will provide leadership in the development, application and evaluation of health informatics solutions that are fundamental to delivery of high quality health care. The Chair holder is expected to work in concert with the health region, Alberta Health & Wellness as well as with colleagues in related disciplines in Alberta and beyond. Through these collaborations, the Chair will develop and lead innovative high quality research and training programs with particular emphasis on electronic health records and telemedicine. The Chair will also actively participate in strategic planning and problem-solving with Capital Health's Informatics leadership team.

Approximately 25% of the Chair's time will be dedicated to teaching, supervision of graduate students and clinical work, if applicable, with 75% protected for research. Applicants must be doctorally qualified with demonstrated research productivity in health informatics. They must be recognized as leaders in the field and have a successful record of attracting and supervising graduate students and post-doctoral fellows.

Appointments at an appropriate rank will be made for a five year term, renewable upon mutual agreement.

To apply, please submit your CV, an outline of your plan for developing a Health Informatics Research program at the University of Alberta, as well as the names and addresses of three references, to:

Dr. Thomas J. Marrie
Dean,
Faculty of Medicine and Dentistry
2J2 WMHSC
University of Alberta
Edmonton, AB T6G 2R7
Tel: (780) 492-9727
E-mail: wendy.brown@ualberta.ca

Deadline: October 31, 2005

Please refer to the following website for more information about the University of Alberta, Faculty of Medicine & Dentistry www.med.ualberta.ca, Capital Health www.capitalhealth.ca, Alberta Health & Wellness www.health.gov.ab.ca, and the City of Edmonton www.edmonton.ca.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, *including persons with disabilities, members of visible minorities, and Aboriginal persons.*

McGill

Dean, Faculty of Arts

Founded in 1821, McGill University has built a global reputation for academic and research excellence across a wide-ranging number of faculties that distinguishes it as Canada's most international university and a leader in higher education. Thanks to its location in Montreal, the University benefits from a milieu rich in culture, recreation and diversity. McGill comprises 21 faculties and professional schools, has a student population of approximately 30,000, a world-class tenure-track faculty of 1,500, and support staff numbering some 6,500. More information about McGill can be found on its website at **www.mcgill.ca.**

McGill is seeking outstanding candidates with demonstrated scholarly and leadership abilities for the position of Dean of the Faculty of Arts. Candidates should possess a broad vision for the humanities and social sciences that crosses traditional boundaries, and embraces innovation and creativity. The new Dean should be able to work in, or be willing to develop the skills to work in, both English and French.

The Faculty of Arts is a vibrant, pluralistic, and engaged scholarly community, characterized by a strong sense of collegiality and creativity in teaching and research. There are over 260 tenure-track faculty members, 5,000 undergraduates, and 1,500 graduate students. Its departments, schools, interdisciplinary programs, centres, institutes, and affiliated units support the full range of humanities and social sciences disciplines, as well as offering opportunities to challenge and bridge established intellectual boundaries. The past several years have seen remarkable renewal, as well as growth in the number of members of the Faculty.

The new Dean will provide strong academic leadership for innovation and movement in new directions for the entire Faculty, and will have the task of nurturing an energetic and gifted group of younger colleagues. There will be significant opportunities for the new Dean to further the Faculty's academic priorities, to continue to attract the best undergraduate and graduate students from around the world, and to advance the Faculty's vision for space to support its priorities, with the goal of achieving state-of-the-art premises.

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Nominations, applications and expressions of interest should be submitted to the address shown below. Applications should include a detailed curriculum vitae and the names of at least three referees. Review of candidates will begin on November 4, 2005. This appointment is for a five-year renewable term, and will take effect June 1, 2006 or as soon as mutually convenient.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
mcgillartsdean@jwasearch.com

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CAREERS CARRIÈRES

Ontario M5S 1J5. Candidates should also arrange to have three letters of reference sent by referees directly to the address above. The deadline for applications is November 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, woman, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. More information on the University of Toronto, Innis College and the Department of French can be found on the University's web site: http://www.utoronto.ca.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — Carleton University.** Tier II Canada Research Chair in Environmental Risk Management: The Department of Civil and Environmental Engineering at Carleton University invites applications for nomination for a Tier II Canada Research Chair (CRC) position. This is a tenure-track position at the Assistant or Associate Professor level and is subject to budgetary approval. The Canada Research Chairs Program was established by the Government of Canada to foster world class university research (http://www.chairs.gc.ca). The Department offers bachelor, master's and doctoral degrees in both civil engineering and environmental engineering. Faculty members in the environmental engineering specialty have a wide range of research and teaching interests including air pollution, waste management, water and wastewater treatment, hydrogeology and the fate of subsurface contaminants, and environmental impact assessment. The Department is seeking an individual with a research strength related to Environmental Risk Management. This may include research related to risk management associated with air quality, water quality, contaminated sites, or specific industries (source-pathway-receptor modeling). The candidate must have a PhD in environmental engineering or a related field and a proven research record in risk management. Membership or eligibility for membership in a Canadian professional engineering association is preferred. The Department has an intensive research enterprise including an NSERC Chair in Fire Safety Engineering and a Canada Research Chair in the Analysis and Management of Risk Associated with Civil Engineering Applications and Practices. Carleton University is located in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the location of several of Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. The successful candidate will be expected to build a strong research program and to establish collaborative research links with existing members of the Department. In addition the Chair will also participate actively in teaching and development of new courses at the graduate and undergraduate levels. Potential applicants may wish to seek further information on the Department available at http://www.cee.carleton.ca and http://www.ociene.ca. Applications with a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to: Professor Abd El Halim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Applications will be accepted until 15 October 2005 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have expertise in ecohydraulics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Expenence in model development, GIS applications, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineenng registration in Ontario would ba an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three referees. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CLASSICAL STUDIES — The University of Western Ontario.** Applications are invited for a probationary (tenure-track) position at the rank of Assistant Professor to begin July 1, 2006. The successful applicant will participate in a programme with a full range of courses in classical civilization and languages, and be expected to have a strong commitment to research and teaching, as well as a solid background in Greek and Latin philology. Although no particular area of expertise is being sought, preference will be given to candidates with a research interest in Latin poetry or archaeology (Hellenistic or Roman). Applicants should have the PhD or be in the final stages of its completion. The closing date for applications is November 30, 2005. A curriculum vitae, letters from three referees (or a dossier from a university placement office), university transcripts, and a sample of scholarly writing should be sent to Professor C. G. Brown, Chair, Department of Classical Studies, The University of Western Ontario, Talbot College, London, Ontario, N6A 3K7. Positions are subject to budgetary approval. Applications should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **CLASSICAL STUDIES — University of Waterloo.** Applications are being accepted for a two-year definite term appointment at the Assistant Professor level in Classical Studies beginning July 1, 2006. The successful candidate will have a PhD in Classical Studies in hand or close to completion, and an ability to teach a variety of courses in classical civilizations and the Greek and Latin languages. Salary is commensurate with qualifications and experience. Consideration of applications will begin December 15, 2005. Please send curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curchin, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON, N2L 3G1 (email: lcurchin@watarts.uwaterloo.ca). For more information on the department, please visit our website at http://classics.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **CLASSICS — McGill University.** The Department of History and Classics program invites applications for a tenure-track position at the rank of assistant professor in Ancient Greek language and literature, effective 1 August 2006. A primary research specialization in Greek Epic, Lyric or Drama is preferred. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The application deadline is 15 November 2005. We will conduct interviews at the January 2006 meeting of the American Philological Association in Montreal. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **CLASSICS — Wilfrid Laurier University.** The Department of Archaeology and Classical Studies at Wilfrid Laurier University invites applications for a tenure-track position, at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. We are seeking a candidate with a research specialty in Greek history (including social history), with specific expertise in Greek epigraphy. Successful applicants will have a PhD or will have completed a PhD by the time of appointment and will be competent to teach courses in Classical civilization and in Classical Greek at all levels. Other requirements include a demonstrated excellence in teaching, and evidence of a research program and publications. Applicants are asked to submit a curriculum vitae, a covering letter outlining research interests and potential contribution to the Department, a short teaching dossier, a writing sample (maximum 25 pages), and to arrange for three letters of reference to be sent to: Professor Joann Freed, Chair, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, by November 21, 2005. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. The University is committed to employment equity and welcames applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) invites applications for one or more tenure-track faculty positions in computational mathematics. Applicants should have as their primary interest the development and analysis of algorithms and software for the effective solution of problems in any of the Department's research areas: algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, graph theory and quantum camputing. The successful candidate will participate in a major initiative of the Faculty of Mathematics in the area of computational mathematics, including a research centre and undergraduate and graduate programs. While the intention is to make an appointment at the rank of Assistant Professor, applicatons for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. The successful applicant is expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of the appointment is July 1, 2006. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints, and the names and addresses of three references to Paul Schellenberg, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) invites applications for a 3-year limited term position as a lecturer. Duties will include undergraduate teaching and academic advising. A Master's degree or, preferably, a PhD and evidence of excellence in teaching are required. Successful applicants may be eligible for reappointment to a second term, and those demonstrating exceptional performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. Salary will depend on the candidate's qualifications. The effective date of the appointment is July 1, 2006. Interested individuals should send curriculum vitae and the names and addresses of at least three references to Paul Schellenberg, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) invites applications for one or more tenured or tenure-track faculty positions in the area of quantum computing. The successful applicant will be appointed in the Applied Mathematics Department, the Combinatorics and Optimization Department or the School of Computer Science, as appropriate, and will be a member of the IQC. Applicants at all levels will be considered. A PhD degree and evidence of excellence in research and teaching are required. The successful applicant is expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. These appointments are subject to the availability of funds. The start date is subject to negotiation. The successful applicant will also have the opportunity to participate in activities in the Centre for Applied Cryptographic Research and the Perimeter Institute for Theoretical Physics. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints, and the names and addresses of three references to Paul Schellenberg, Chair, Quantum Computing Recruiting Committee, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax: 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. The closing date for the receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMBINATORICS & OPTIMIZATION — University of Waterloo.** The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) invites applications for a tenure-track position at the rank of assistant professor in cryptography. This position is part of an initiative by the Faculties of Mathematics and Engineering to advance their educational and research programs in information security and assurance. While the intention is to make an appointment at the rank of Assistant Professor, applicatrons for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. The successful applicant is expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. In addition, he or she will participate in the Centre for Applied Cryptographic Research or the Institute for Quantum Computing at the University of Waterloo. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2006. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints, and the names and addresses of three references to Paul Schellenberg, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (phone: 519-888-4698; fax: 519-725-5441). Submissions via email to combopt@math.uwaterloo.ca are encouraged. Closing date for receipt of applications is December 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are urged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **COMMUNICATION STUDIES — Wilfrid Laurier University.** The Department of Communication Studies invites applications for two tenure track positions at the rank of Assistant Professor beginning July 1, 2006. Both positions are subject to budgetary approval. Duties will include undergraduate teaching, research, and contributing to the development of a graduate program. Applicants should have demonstrated a strong research commitment in one or more of the following areas in Communication Studies: a) language, communication, and culture; b) global media cultures; and c) visual communication. We encourage those with a focus on communications policy, diversity, and identity to apply. Ability and willingness to develop and teach courses in research methods would be an asset. Applicants must have a completed PhD in Communication Studies or a cognate discipline, teaching experience, and an established research record. In their cover letter, applicants should specify the area(s) to which they are applying as well as submit a curriculum vitae, a sample publication, a teaching dossier, and arrange for three letters of references to be sent by November 1, 2005 to Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. All qualified candidates are urged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

UNIVERSITY OF SASKATCHEWAN

PROFESSOR AND HEAD, DEPARTMENT OF EDUCATIONAL PSYCHOLOGY AND SPECIAL EDUCATION

The College of Education is seeking an exceptional candidate to head the Department of Educational Psychology and Special Education. The Head will provide leadership and support to faculty and staff while enhancing a changing Department serving both undergraduate and postgraduate students. The Department is emerging from a period of significant organizational and cultural change. The Head will be a part of an energetic and forward-looking management team dedicated to building a vibrant Department and College.

The Head of the Department is expected to provide leadership by fostering excellence in research, teaching, professional activities, university-community relationships, and policy development in the academic disciplines within the Department, the institution, and the community. The Head will have an earned doctorate in one of School Psychology, Educational Psychology, Counselling Psychology, Special Education, Measurement and Evaluation, or a related discipline, and experience/interest in educational contexts. The Head will be an innovative, dynamic, and energetic leader with demonstrated competence in his/her field, and have a strong record in research, teaching, and administration.

The College of Education has 1200 undergraduate students and 350 graduate students. The Department has 15 tenure track positions. Graduate programs in the Department include a M.Ed. in 1) Educational Psychology and Special Education, 2) School and Counselling Psychology, 3) on-line postgraduate certificate in Special Education, and 4) a special case doctoral program.

Salary and rank will be commensurate with qualifications and may be made at the Associate or Full Professor rank. This is a full-time tenure track position, effective January 2006 or as negotiated. The initial term of Head will be for three to five years, subject to renewal.

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please submit a letter of application, curriculum vitae, and names and addresses of at least three referees by November 15, 2005 to:

Dr. Cecilia Reynolds, Dean
College of Education
University of Saskatchewan
28 Campus Drive
Saskatoon, SK S7N 0X1

CAREERS CARRIÈRES

■ **COMPARATIVE LITERATURE — The University of Western Ontario.** The University of Western Ontario, Department of Modern Languages and Literatures (http://www.uwo.ca/modlang/), invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in the area of Comparative Literature to begin July 1, 2006. A PhD in Comparative Literature, expertise in literary theory, a proven track record in teaching, and an excellent record of research, are required. Expertise in non-Western literatures an asset. Send letter of application with curriculum vitae, copies of transcripts, e writing sample, and three letters of reference to the Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax: (519) 661-4093. Applications must be received by November 15, 2005. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **COMPUTER ALGEBRA — The University of Western Ontario.** The University of Western Ontario seeks to fill a prestigious Canada Research Chair position in the area of Computer Algebra, Western, one of Canada's leading research-intensive universities, seeks to build on existing expertise in computer science and applied mathematics as a world leader in this area. The University of Western Ontario provides an exceptional multi-disciplinary research environment for mathematical computation. It is home to GRCCA, the Ontario Research Center for Computer Algebra, the largest computing laboratory for symbolic and symbolic-numeric mathematics in North America, at present comprising 10 permanent faculty members, at its 2 campuses. The centre provides e dynamic collaborative environment supporting senior international visitors, numerous post-doctoral fellows and graduate students selected from a strong international body of applicants. Active collaborations with industrial partners, such as Maplesoft, IBM and Microsoft, provide opportunities to maximize the impact of research results. In addition, the University is uniquely positioned as the lead organization in SHARCnet, the region-al Shared Hierarchical Academic Research Consortium Network, with its outstanding platform for development and deployment of high performance computer applications. The successful candidate would normally be within 10 years of receiving a PhD in Computer Science, Mathematics or a related area to be eligible for the Tier 2 Canada Research Chair nomination, and the appointment will be at the rank of Assistant or Associate Professor. Probationary (tenure-track) in the Department of Computer Science, depending on experience. The University of Western Ontario has e full-time enrollment of about 32,000 students and graduate students from a full range of academic and professional programs, including medicine, engineering and business. The university campus is located in London, e city of 340,000, located in Canada's economic heartland midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events as would be expected of any large urban centre (see www.city.london.on.ca). Nominations or direct applications are sought until the position is filled. Please send a detailed curriculum vitae and a statement of research interests to: Dr. Michael Bauer, Chair, Computer Algebra CRC Nomination Committee, Department of Computer Science, Middlesex College Building, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. The successful candidate will be expected to participate in teaching at the undergraduate and graduate level and to maintain an ongoing program of independently funded research. As appropriate, assistance will be provided in helping to locate suitable spousal employment. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **COMPUTER SCIENCE — University of Windsor.** The University of Windsor invites applications for the Canada Research Chair in Bioinformatics in the School of Computer Science at the rank of Associate Professor commencing January 1, 2006. The advertisement deadline date is October 14, 2005. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Boubakeur Boufama, Acting Director, c/o Margaret Garebon Cookson, School of Computer Science, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: 519.253.3000, ext. 3714; Fax: 519. 973. 7093; E-mail: garabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for two tenure-track faculty positions in the School of Computer Science, in the areas of bioinformatics and software security, respectively. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2006 calendar year. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies such as iAnywhere Solutions Inc., Maplesoft Inc. and Open Text Corp. For more information on the School of Computer Science, please see our web page at http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as the positions are available. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CRIMINOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Sociology & Anthropology in the area of Criminology at the rank of Associate Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2130; Fax: 519-971-3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CRIMINOLOGY — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Criminology. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

D

■ **DEVIANCE, CRIME & SOCIAL CONTROL — McGill University.** Sociology: Applications are invited for a tenure-track position, commencing August 2006, in the area of deviance, crime and social control. Appointment is likely to be made at the Assistant Professor level, but we will accept applications at all ranks. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Room 712 Leacock, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three referees to send confidential letters on their behalf. Applications should be received by October 15, 2005. McGill University is committed to equity in employment. For more information on the Department, visit our website at: http://www.arts.mcgill.ca/programs/sociology/. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

■ **DRAMA — University of Alberta.** The University of Alberta invites applications for a new tenure track position in Theatre Design. Applications are invited from Designers with experience in all three areas of design (sets, lights and costumes) but with particular emphasis on costume design. The successful applicant will be prepared to teach Design, Costume Techniques, the History of Dress and Décor and Freehand Drawing. In addition s/he will design department productions and supervise student designers. Designers work with staff, faculty and students from a variety of theatre programs, including 7 production support staff. An external review committee rated the teaching and production facilities as top in the country and among the top five in North America. Commitment to working well within team situations is essential. For further details about the department, this position and application procedures, contact: Kim McCaw, Acting Chair, Department of Drama, 3-109 Fine Arts, University of Alberta, Edmonton, AB, Canada, T6G 2C9; (780) 492-2274; http://www.ualberta.ca/~drama/. Deadline: November 7, 2005. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

E

■ **EARTH SCIENCES — University of Waterloo.** The Department of Earth Sciences at the University of Waterloo invites applications for three tenure-track positions. We seek outstanding candidates at the level of Assistant to Full Professor who are capable of building strong research programs in a dynamic department that enjoys international recognition for advanced groundwater-focused studies within an innovative geoscience teaching and research program. Interest and expertise in multidisciplinary research approaches would be an asset. Candidates will also be expected to participate actively in a comprehensive undergraduate curriculum that spans the breadth of the traditional and environmental earth sciences. The Department of Earth Sciences has a well-funded and diverse research program involving 19 full-time faculty, 9 research faculty, 35 research staff and over 90 graduate students. The department has capability to support a broad range of field-oriented studies through an extensive drilling, sampling and instrumentation infrastructure, including shallow geophysical techniques and down-hole stratigraphic logging, an internationally renowned Environmental Isotope Laboratory, aqueous and organic geochemistry laboratories and high-performance computing resources. Active collaborations and cross-appointments exist with researchers in other departments, including Civil, Mechanical and Chemical Engineering, Biology, Chemistry, Physics, Geography and Computer Science. Waterloo is home to the Waterloo Institute for Groundwater Research and also hosts the Canadian Water Network, a national network of Centres of Excellence. Further information about the Department and these positions can be accessed at: http://www.science.uwaterloo.ca/earth/. Tenure-track faculty are sought in the following areas: Sedimentology/Quaternary Geology — field-based specialization in clastic sedimentology/Quaternary geology. Familiarity with ground penetrating radar and other modern geophysical techniques would be an asset. Research areas of interest could include paleoenvironments/paleoecology/paleoclimatology, water and mineral resources. Contaminant Hydrogeology — field-based specialization in current and emerging research related to the general area of contaminant hydrogeology and physical hydrogeology. Specific areas of interest could include processes and technologies related to groundwater remediation, investigation of flow and transport processes in low-permeability and fractured media and the fate and persistence of industrial contaminants in groundwater. Physical Hydrogeology-Hydrogeochemistry — field- and/or laboratory-based specialization in physical and/or chemical processes related to flow through porous media. Relevant research interests within the general area of hydrogeology could include contaminant transport, soil physics and unsaturated zone processes, immiscible fluids, hydrogeochemistry and geomicrobiology. Evaluation of candidates will begin 1st October 2005 and continue until the positions are filled. A complete application must include a full curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names of at least three referees. Please identify the position(s) for which the application is intended. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Applications should be directed to the Search Committee Chair, Department of Earth Sciences, University of Waterloo, Waterloo, ON, N2L 3G1, Canada (email: klalbrec@scisorg.uwaterloo.ca).

■ **ECONOMICS — University of Alberta.** The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a tenure-track position at either the Assistant or Associate Professor level, starting July 1, 2006. Applicants must have research and teaching interests in applied econometrics with a strong emphasis on microeconomic applications. Qualified candidates at the Assistant Professor level should hold a PhD (or be close to completion) and demonstrate outstanding potential for e research career. Applicants at the Associate Professor level must have a PhD and applicable teaching experience and research publications. Responsibilities will include teaching in both undergraduate and graduate student programs, and maintaining an active research program. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of current research papers, and, if available, a teaching dossier and evaluations of teaching performance to: Dr. André Plourde, Chair, Department of Economics, 8-14 Henry Marshall Tory Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. Closing Date: November 30, 2005. To find out more about us, please consult our website: www.ualberta.ca/economics/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ECONOMICS — University of British Columbia.** The Department of Economics has one or two tenured positions subject to final budgetary approval. Starting date: July 1, 2006. Positions are at the rank of Associate or Full Professor. Priority fields include econometrics and industrial organization. Qualifications: the candidate must have a proven record of outstanding research and excellence in teaching. Application deadline is November 30, 2005. Application, including c.v., reference letters and samples of research papers should be sent to Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and

Memorial
University of Newfoundland

ASSISTANT PROFESSOR, NEUROSCIENCE/BRAIN REPAIR
Division of Basic Medical Sciences

VPA Reference #MED1-2004-002

The Division of Basic Medical Sciences (www.med.mun.ca/basic) invites applications for a tenure track position at the assistant professor level in Neuroscience. We seek applicants with demonstrated research interests in brain repair, recovery of function or neuroprotection. Candidates using a multidisciplinary, integrative research approach (some combination of molecular, cellular and behavioural techniques) would be of particular interest. The successful individual will be part of an expanding Neuroscience group with research programs in stroke, nerve regeneration and other forms of neuroplasticity.

Applicants are required to have a Ph.D. and postdoctoral experience, an active research program, and a commitment to excellence in research and teaching at the undergraduate and graduate levels. Interested applicants should submit a curriculum vitae, a detailed statement of research interests and the names of three referees to:

Dr. Karen Mearow, Professor and Associate Dean
Division of Basic Medical Sciences, Faculty of Medicine
Health Sciences Centre, Memorial University of Newfoundland
St. John's, NL, Canada A1B 3V6
jblundon@mun.ca

Memorial University (www.mun.ca) is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Review of applications will begin **December 1, 2005** and the position will be filled as soon as possible thereafter.

Saint Mary's University
Halifax, Nova Scotia, Canada

Canada Research Chair (Tier II) International Development Studies

Saint Mary's University has a longstanding and extensive record of excellence in International Development Studies. As part of its strategy to expand and strengthen its interdisciplinary approach to international development issues, the University now invites applications and nominations for a Tier II Canada Research Chair in International Development Studies (IDS).

The specific area of research is open, but we are particularly interested in a candidate whose research promotes linkages with wide-ranging interdisciplinary and internationally oriented scholarship underway in the Faculty of Arts. We welcome applications from candidates with specializations in any of the following areas: community-based development, crime and underdevelopment, transnational populations and international migration, and religion and development. We are especially interested in candidates whose research emphasizes the sociological, economic and/or cultural dimensions of development issues. Applicants should be engaged in research that is focused on either Latin America or Asia, but with global relevance.

The Government of Canada funds the Canada Research Chairs program to promote world-class research in Canadian universities. According to the guidelines for Tier II Chairs, the successful candidate will have completed her or his PhD sometime in the past ten years and will have accumulated a record of significant published research relating to one or more of the fields related to International Development Studies. The candidate will also have a demonstrated capacity to work with an interdisciplinary community of scholars and graduate students. The successful candidate is expected to make a significant contribution to the building and consolidation of interdisciplinary research related to Latin America and/or Asia within the broader international development research program at Saint Mary's University. Subject to review and approval of the Canada Research Chairs Secretariat in Ottawa, the appointment to Saint Mary's University will be made at the rank of Associate Professor and will include cross-appointment between International Development Studies and an appropriate academic department in Saint Mary's University.

Saint Mary's University is committed to serving the local, regional, national and international communities, a commitment it realizes through e broad spectrum of outreach activities, well-focused research programs, and contributions to life-long learning. Its international character is reflected in its high proportion of international students, student mobility programs, and success in securing funding for international projects and related research. Saint Mary's has collaboration agreements with universities and educational agencies around the world. Scholars in the Faculty of Arts play a key role in these strategic priority areas of research, and their interdisciplinary curriculum and research supervision serves both undergraduate honours and MA degrees. IDS is the largest Faculty of Arts graduate program at the University with approximately 50 students actively engaged in IDS graduate research. Faculty members associated with IDS are involved in a broad range of externally-funded projects, and their research has been extensively published.

Applicants are asked to submit a curriculum vitae, an example of recently published work, and e proposal outlining their intended research program. They should also provide the names, addresses and contact number for three referees. Applicants are responsible for ensuring that their files are complete. Review of applications will begin **October 1, 2005** and will continue until the position is filled. Application packages as well as names and contact information for references should be sent to:

Dr. A. D'Malley, Coordinator
International Development Studies, Saint Mary's University
Robie Street, Halifax, Nova Scotia, B3H 3C3

This advertisement is directed in the first instance to Canadian citizens or landed immigrants. Saint Mary's University is committed to the principles of employment equity by gender and ethnic affiliation.

www.smu.ca

CAREERS CARRIÈRES

permanent residents of Canada will be given priority. The Department of Economics has several tenure-stream positions subject to final budgetary approval. Starting date: July 1, 2006. Positions are at the rank of Assistant Professor. Priority fields include macroeconomics and econometrics. Qualifications: the candidate must have a PhD (or solid indication of imminent completion), and demonstrate excellence or clear promise of excellence in teaching and in research. Application deadline is November 30, 2005. Application, including c.v., reference letters and samples of research papers should be sent to Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ECONOMICS — McMaster University.** Applications are invited for an Assistant Professor position in the Department of Economics at McMaster University. The position is open both to entry-level candidates and to more senior Assistant Professor candidates. The department has a particular interest in hiring in the fields of international economics, macroeconomics, economic development, experimental economics, environmental/resource economics, industrial organization, public economics or applied microeconomics. Outstanding applications from outside these fields are also welcome. The position commences July 1, 2006. The Department is a research-intensive academic unit. The appointee will be expected to conduct an independent research program yielding significant peer-reviewed publications and attract peer-reviewed research funding as well as teach undergraduate and graduate students and supervise doctoral students. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities. Applications should be sent by post or courier to: Professor Stephen Jones, Associate Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4. Email or Fax applications will not be considered. An application should include as a minimum an application letter, a curriculum vitae, a research paper or research summary, summary teaching evaluation information if applicable and three sealed, confidential reference letters. The Department will begin reviewing applications in November 2005.

■ **ECONOMICS — Wilfrid Laurier University.** Applications are invited for two tenure-track appointments commencing July 1, 2006. For one of the appointments rank is open; the other will be at the rank of Assistant Professor. Candidates at the Assistant Professor level will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research and be good teachers at all levels. While outstanding applicants in all fields will be considered, the department is particularly interested in candidates in environmental/resource economics, public economics, industrial organization and health/education economics. Duties include teaching at the undergraduate and graduate level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Launer University, Waterloo, Ontario, N2L 3C5. Electronic applications are encouraged and should be sent to Dr. Alastair Robertson at aroberts@wlu.ca.

■ **ECONOMICS — University of Windsor.** The University of Windsor seeks an individual to serve as Head of the Department of Economics, an academic department including 13 faculty members. The successful candidate will be appointed to a tenured faculty position commencing July 2006 and will be Head for a term of five years, with the possibility of election to a second term. The advertisement deadline date is October 31, 2005. For a detailed position description visit our website at: http://www.uwindsor.ca/facultypositions. Contact: Dr. Richard J. Caron, Chair, Head Search Committee, Department of Economics, University of Windsor, Windsor, Ontario N9B 3P4; Phone: 519.253.3000, Ext. 2368; Fax 519.973.7096; E-mail: econhead@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ECONOMICS — Queen's University.** The Department of Economics at Queen's University has one tenure-track faculty position, and expects to have one or more non-renewable positions beginning 1 July 2006, subject to budgetary approval. Fields of particular interest are macroeconomics and public economics. Other fields of interest include econometrics, economic history, industrial organization, financial economics, and microeconomic theory, but candidates in any field may apply. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Salary will be commensurate with qualifications and experience. Complete applications will be reviewed commencing 21 November 2005. To apply, visit http://www.econ.queensu.ca/recruit and fill in the electronic application form. Applicants who do not have access to the Internet should send a letter of application, curriculum vitae, and copies of research papers to Professor James MacKinnon, Head., Department of Economics, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Three letters of reference should be sent directly by the referees. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at http://www.queensu.ca/qufa.

■ **ECONOMICS — University of Toronto.** The Department of Economics and the Department of Political Science at the University of Toronto have available one joint tenure stream position in Public and Economic Policy at the rank of Assistant Professor on the St. George campus. Methodological approach and substantive areas of research are open, but the candidate's research should be able to speak to both the economics and political science fields. Salary to be commensurate with qualifications and experience. The appointment is effective July 1, 2006. A PhD degree or equivalent is required as of July 1, 2006 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/ apply and follow the instructions. Alternatively you may apply by mail to Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 3G3, submitting a curriculum vitae and a research paper and asking three referees to submit letters of reference directly to Professor Vipond. The application deadline is November 22, 2005. Information about the Economics Department is available at http://www.economics.utoronto.ca/ , Information about the Political Science Department is available at http://www.chass.utoronto.ca/polsci/. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of the sexual minority groups, and others who may contribute to further diversification of ideas.

■ **ECONOMICS — University of Toronto.** The Department of Economics at the University of Toronto has available one tenure stream position in International Economics at the rank of Assistant or Associate Professor on the St. George campus. Salary to be commensurate with qualifications and experience. The appointment is effective July 1, 2006. A PhD degree or equivalent is required as of July 1, 2006 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/apply. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Melvyn Fuss, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is November 22, 2005. Information about the Department is available at http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **ECONOMICS — University of Toronto.** The Department of Economics at the University of Toronto has available one tenure stream position in Financial Economics at the rank of Assistant Professor. Preference will be given to candidates who specialize in open economy macro. Salary is dependent upon qualifications and experience. The appointment is effective July 1, 2006. A PhD degree or equivalent is required as of July 1, 2006 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/apply. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Melvyn Fuss, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is November 22, 2005. Information about the Department is available at http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **ECONOMICS — University of Toronto at Mississauga.** The University of Toronto at Mississauga, Department of Economics, has available one tenure stream position in Macroeconomics at the rank of Assistant Professor. Preference will be given to candidates who specialize in open economy macro. Salary is dependent upon qualifications and experience. The appointment is effective July 1, 2006. A PhD degree or equivalent is required as of July 1, 2006 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/apply. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Melvyn Fuss, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON, M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is November 22, 2005. Information about the Department is available at http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **ECONOMICS — Queen's University.** The Department of Economics at Queen's University has one tenure-track faculty position, and expects to have one or more non-renewable positions beginning 1 July 2006, subject to budgetary approval. Fields of particular interest are macroeconomics and public economics. Other fields of interest include econometrics, economic history, industrial organization, financial economics, and microeconomic theory, but candidates in any field may apply. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Salary will be commensurate with qualifications and experience. Complete applications will be reviewed commencing 21 November 2005. To apply, visit http://www.econ.queensu.ca/recruit and fill in the electronic application form. Applicants who do not have access to the Internet should send a letter of application, curriculum vitae, and copies of research papers to Professor James MacKinnon, Head., Department of Economics, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Three letters of reference should be sent directly by the referees. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at http://www.queensu.ca/qufa.

■ **EONOMICS — Simon Fraser University.** The Department of Economics at Simon Fraser University seeks to fill three tenure track positions at the assistant professor level, effective September 1, 2006, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

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Environmentally Sustainable Agriculture

We seek a modern agricultural scientist with a strong background in soils to participate in development of innovative interdepartmental programs in Environmentally Sustainable Agriculture (ESA).

Must hold a PhD with record of expenence in one or more of the following areas: landscape pedology and ecology; agro-hydrology; water quality; fluxes of agricultural gases and nutrients; and agricultural systems. Postdoctoral experience and interest in work on long-term plots preferred. This is a tenure track position to be filled at the Assistant Professor level, with initial funding from Alberta Agriculture Food & Rural Development to encourage strong linkages with the provincial Ministry.

Applications, including CV, statement of teaching and research experience, copies of 3 publications and list and contact information for 3 potential referees to:

Chair,
Department of Renewable Resources
751 General Services Building
University of Alberta
Edmonton, Alberta, Canada T6G 2H1
Email: Chair@rr.ualberta.ca

Deadline: October 31, 2005

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

SOBEY SCHOOL OF BUSINESS
SAINT MARY'S UNIVERSITY

Saint Mary's University
Halifax, Nova Scotia, Canada

David F. Sobey Chair in Business

The David F. Sobey Chair in Business was established in 2005 with an endowment from Dr. David F. Sobey, C.M., Chairman Emeritus of Sobey's Inc. of Stellarton, Nova Scotia. The Sobey School of Business seeks a distinguished scholar/teacher with an international reputation in any of the following or related areas:

- Leadership and Strategic Management
- Human Resource Management/Organizational Theory
- Entrepreneurship and Venture Development
- Financial Management
- Retail Marketing Management

The successful candidate will bring a proven track record of working effectively with colleagues and students, have an active program of research, teach in our AACSB accredited undergraduate and graduate programs, and interact with the business community on issues of mutual interest and importance.

With 70 full time faculty and an enrollment of approximately 3,000 students in B.Comm., MBA, EMBA, M. Fin., Master of Management (Cooperatives and Credit Unions) and Ph.D. programs, Saint Mary's University is the largest business progrem in Atlantic Canade. The Sobey School of Business is housed in a new facility, fully compatible with the latest advences in information technology. In addition to being nationally known for its excellence in undergraduete teaching, the School hes also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadien citizens and permanent residents. Saint Mery's University is committed to principles of employment equity. Rank and salary will be commensurete with experience end qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae, and the names of three references to:

Dr. Saleh Amirkhalkhali, Search Committee Chair
Department of Economics, Saint Mary's University
Halifax, NS, B3H 3C3
Fax (902) 420-5129

www.smu.ca

UTM
UNIVERSITY OF TORONTO AT MISSISSAUGA
LEAD. SHAPE. GROW. CARE.

Department of Biology
University of Toronto at Mississauga

Assistant Professor Landscape Ecology

The University of Toronto at Mississauga (UTM), Department of Biology, invites applications for a tenure track faculty position in Landscape Ecology at the level of Assistant Professor, effective July 1, 2006. The area of specialization is open and includes all landscape applications of population biology, community and ecosystem ecology, and biogeography. Opportunities exist for collaboration with aquatic and terrestrial ecologists and evolutionary biologists in Biology at UTM and with those at the St. George (downtown) and UTSC (Scarborough) campuses. There are also opportunities to bridge the interests of biologists with physical geographers interested in environmental modelling and with chemists and physicists interested in climate change.

UTM offers a broad spectrum of programs where landscape ecology is relevant and teaching responsibilities could involve ecology courses in the Biology programs as well as in the interdisciplinary Environment program. Support at UTM includes a specialist in GIS information, on staff in the library, who can help with teaching and research materials. UTM also maintains dedicated teaching labs and a wide range of software licenses.

The successful applicant will have a Ph.D. and preferably postdoctoral experience, an outstanding academic record and demonstrated excellence in research and teaching. The appointee will be expected to build an active, externally funded and internationally recognized research program and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The appointee will be located in the Department of Biology, University of Toronto at Mississauga (UTM), and, depending on the area of expertise, will also be a member of the appropriate graduate Department.

The University of Toronto at Mississauga, with an undergraduate enrollment of approximately 9,500 students, is one of three campuses of the University of Toronto. The campus features substantial natural areas along riparian parkland. The City of Mississauga is located on the western border of Toronto, approximately 20 km from Toronto's Civic Centre. In light of the extensive expansion (80% growth) occurring at UTM, we anticipate the addition of many new faculty positions in both Biology and Geography. New buildings are being constructed, and existing laboratory facilities are being renovated to support research in Biology and cognate disciplines.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until **November 30, 2005**. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: **Professor Angela Lange, Interim Chair, Department of Biology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6**. http://www.utm.utoronto.ca/~w3bio/homepage/.

CAREERS CARRIÈRES

candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send a letter of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 18, 2005 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address. Email inquiries should be directed to econjobs@sfu.ca.

■ **ECONOMICS — McMaster University.** Applications are invited for an Assistant Professor position in the Department of Economics at McMaster University. The position is open both to entry-level candidates and to more senior Assistant Professor candidates. The department has a particular interest in hiring in the fields of international economics, macroeconomics, economic development, experimental economics, environmental/resource economics, industrial organization, public economics or applied microeconomics. Outstanding applications from outside these fields are also welcome. The position commences July 1, 2006. The Department is a research-intensive academic unit. The appointee will be expected to conduct an independent research program yielding significant peer-reviewed publications and attract peer-reviewed research funding as well as teach undergraduate and graduate students and supervise doctoral students. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities. Applications should be sent by post or courier to: Professor Stephen Jones, Associate Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4. Email or Fax applications will not be considered. An application should include as a minimum an application letter, a curriculum vitae, a research paper or research summary, summary teaching evaluation information if applicable and three sealed, confidential reference letters. The Department will begin reviewing applications in November 2005.

■ **ECONOMICS/POLITICAL SCIENCE — University of Toronto.** The Department of Economics and the Department of Political Science at the University of Toronto have available one joint tenure stream position in Public and Economic Policy at the rank of Assistant Professor on the St. George campus. Methodological approach and substantive areas of research are open, but the candidate's research should be able to speak to both the economics and political science fields. Salary to be commensurate with qualifications and experience. The appointment is effective July 1, 2006. A PhD degree or equivalent is required as of July 1, 2006 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply for the position, please visit http://ww2.economics.utoronto.ca/apply and follow the instructions. Alternatively you may apply by mail to Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 3G3, submitting a curriculum vitae and a research paper and asking three referees to submit letters of reference directly to Professor Vipond. The application deadline is November 22, 2005. Information about the Economics Department is available at http://www.economics.utoronto.ca/, information about the Political Science Department is available at http://www.chass.utoronto.ca/polsci/. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of the sexual minority groups, and others who may contribute to further diversification of ideas.

■ **EDUCATION — University of Victoria.** The Department of Educational Psychology and Leadership Studies, University of Victoria invites applications for a tenure-track position at the Assistant Professor level in the area of Counselling Psychology, beginning July 1, 2006. Education background: A PhD or EdD in counselling or counselling psychology; One-year counselling internship; Registered psychologist preferred; Teaching focus on Counselling in at least two of the following areas: theories of counselling, counselling skill training, ethics and law in counselling, and individual and counselling assessment. Experience and abilities: Successful record of teaching undergraduate and graduate level courses in Counselling; Experience with on-campus and off-campus or distance course formats; Application of the DSM IV-TR in clinical counselling settings; Supervision of graduate counselling student practicum placements; Successful record of research and publication; Supervision of graduate theses and research. The individual would be expected to: Contribute to the development of a vibrant counselling psychology program striving for Certification by the Canadian Counselling Association; Teach graduate and undergraduate courses in on-campus and off-campus formats; Develop and maintain an active program of research; Supervise graduate student practica; Supervise graduate student research at the MEd, MA, and PhD levels. The University of Victoria is an equity employer and encourages applications from women, persons of colour, persons with disabilities, aboriginal and First Nations people, people of all sexual orientations and genders, and others who may contribute further to the diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by November 15, 2005. Send to: Dr. Anne Marshall, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, PO Box 3010, University of Victoria, Victoria, B.C., V8W 3N4; http://www.educ.uvic.ca.

■ **EDUCATION — University of Victoria.** The Department of Curriculum & Instruction, University of Victoria, Invites applications for a tenure-track position at the Assistant Professor level in the area of Leadership Studies, beginning July 1, 2006. The successful candidate will be required to have a demonstrated understanding of leadership and organizational theory, a record of scholarly achievement and/or plans for future initiatives, school-based or district-based experience, a demonstrated capacity in university teaching and a willingness to assume an active and meaningful role in the academic and organizational life of the Department and the Faculty. Responsibilities: Teaching at the undergraduate and graduate level; Development and maintenance of an active research programme; Supervising graduate students and their research; Committee and service participation; May involve teaching in a community-based programme; Knowledge and background in two or more of the following contemporary areas: International/global perspectives on education and leadership, philosophy of leadership, critical theory, feminist theory, theories of democracy and citizenship, gay and lesbian theories and issues, First Nations education, multi-cultural/anti-racist theory. Qualifications and Experience: PhD or EdD in Leadership Studies or a related field; School or District-based Experience; Successful Post-secondary teaching experience; Familiarity with distance education and associated technologies; Willingness to participate in community-based graduate programme initiatives. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Deadline and receipt for applications is November 15, 2005. Please send your letter of application, curriculum vitae and the names and contact information of three referees to: Dr. Anne Marshall, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010, Victoria, B.C., V8W 3N4, http://www.educ.uvic.ca.

■ **EDUCATION — University of Victoria.** The Department of Curriculum & Instruction, University of Victoria, Invites applications for a tenure-track position at the Assistant Professor level in the area of literacy and language topics in the elementary and secondary levels. The University of Victoria emphasizes excellence in teaching within a culture of scholarly research. Responsibilities will include: Teaching courses in language and literacy with a focus on reading education at the undergraduate and graduate levels; Developing and maintaining a program of research; Planning and coordinating a practicum component to involve students working with children encountering reading difficulties; Supervising graduate students; Participating in committees and in community service; Collaboration with classroom teachers. Qualifications & Experience: A PhD or EdD completed (or near completion) in language and literacy with a focus on reading education; An active research and publishing agenda. Strong background in classroom pedagogy and research methodology. Demonstrated collaborative skills and experiences as well as excellent interpersonal and leadership qualities. Successful teaching at the Kindergarten to Grade 8 level is required. Experience as a remedial-reading specialist would be an asset. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given first consideration. In consideration of the Faculty's Equity Policy and the mandate to recruit and retain a diverse group of faculty and staff, we invite applicants from these groups to voluntarily self-identify in their applications. Effective date of appointment will be July 1, 2006. Applications should include curriculum vitae and only the names of three referees; no letters of reference need to be included at this time. Deadline for receipt of applications is December 15, 2005 to: Dr. Deborah Begoray, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, BC, V8W 3N4. Fax: 250-472-4616; http://www.educ.uvic.ca; clchair@uvic.ca.

■ **EDUCATION — University of Manitoba.** The Faculty of Education, Department of Curriculum, Teaching and Learning invites applications for one full-time tenure-track position in Social Studies Curriculum and Instruction at the Assistant Professor level, commencing July 1, 2006, or as soon as possible thereafter. Applicants must hold a doctorate in Social Studies Curriculum and Instruction or in a related field, have successful relevant teaching experience preferably at the early and/or middle years levels, and show evidence of a strong research and publication potential. Candidates nearing the completion of their doctorates will be considered. It is expected that the successful candidate will have knowledge of Canadian contexts. Prior teaching experience at the university level will be considered an asset. Responsibilities include: (1) teaching Social Studies undergraduate curriculum and instruction courses in the Early and Middle Years programs, including supervising teaching practica; (2) teaching graduate courses and advising graduate students; (3) conducting and publishing research; and (4) participating in the faculty's service activities, including working collaboratively as a member of a program team and providing leadership within the university and larger community (e.g., school system, ministries of education, and professional organizations). The Department of Curriculum, Teaching and Learning currently has 23 full-time staff and offers a full range of programs in curriculum and instruction. The University of Manitoba is the largest university in the province and remains among the top research institutes in Canada. The Faculty of Education with its comprehensive programming, broad expertise and dynamic professoriate is an integral part of the education community and the University. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information concerning the department, university or city can be obtained by visiting the following websites: www.umanitoba.ca or www.city.winnipeg.mb.ca/city. Letters of application, complete with curriculum vitae, official transcripts, and the names of and contact information for three current referees should be forwarded to: Dr. Francine Morin, Head, Department of Curriculum, Teaching and Learning, 261 Education, University of Manitoba, Winnipeg, MB, R3T 2N2. Fax: 204-474-7550, e-mail: fmonn@cc.umanitoba.ca. The position number for this posting is MA 779. The closing date for applications is December 2, 2005. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protections of Privacy Act (Manitoba).

■ **EDUCATION — Malaspina University-College.** Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers who wish to be considered for nomination for a Tier II Canada Research Chair, focusing on the concept of engaging learning. The Research Chair would mentor faculty who are examining their own teaching practice in relation to effectiveness of student learning, create cross-community networks to explore common ideas and questions of effective learning, identify key problems and issues in higher education, and establish a research plan to advance the scholarly study of student learning as the foundational activity of Malaspina University-College. Responsibilities will include four distinct yet overlapping categories. First, the Chair will continue to engage in disciplinary and more broadly-defined higher education scholarship of teaching and learning, while continuing some disciplinary teaching. Second, the Chair will encourage and facilitate the work of Malaspina faculty, administrators, and students as they engage in, understand, and develop their own scholarship of teaching and learning inquiry projects; this might include facilitating the design and critique of collaborative inquiries into teaching and learning, or the trans-disciplinary development and implementation of diverse methodological options across campus and beyond. The third role of the Malaspina Research Chair will be as an educational catalyst, working to promote, share, and make public emerging scholarly work designed to enhance and improve teaching and learning. Fourth, the Chair will coordinate dissemination of emerging scholarly work through provincial,

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University of Northern British Columbia

UNBC

College of Science & Management

Tenure Track Positions in Accounting, Finance and Marketing, School of Business

The School of Business, of the College of Science & Management, the University of Northern British Columbia, invites applications for tenure track positions in Accounting, Finance, and Marketing, commencing July 1, 2006, subject to budgetary approval. Rank is open for all positions.

The School of Business is the largest academic program in the University with over 500 students. It offers two degrees: A Bachelor of Commerce with majors in Accounting, Finance, International Business, Marketing and General Business, and an innovative MBA. The School of Business will move into a new building in 2006. The University of Northern British Columbia is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate programs. UNBC has a strong mandate for growth and a beautiful, comprehensive campus. UNBC is committed to research and teaching excellence, and provides strong support for faculty to develop their scholarly capabilities.

Located in north-central BC, Prince George is a city of 80,000 people with broad cultural, educational, and recreational amenities. The city is home to a symphony orchestra, professional theatre, a WHL hockey team, a community college, and the University. Prince George is a friendly community offering a wide range of new housing at very reasonable costs. The region also offers exceptional skiing, canoeing and kayaking, fly-fishing, hiking, and mountain biking. The lakes, forests and mountains of northern and central British Columbia offer an unparalleled natural environment in which to live and work. For more information about the city of Prince George please consult www.city.pg.bc.ca

Successful candidates will possess a Ph.D. (or be near completion); show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective teaching. Salaries are attractive. Three original letters of reference will be required for short-listed candidates. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

Please forward your application, including curriculum vitae and statement of research and teaching interests, quoting competition #FABU18-05(B) for the Accounting position, #FABU19-05(B) for the Finance position, or #FABU20-05(B) for the Marketing position, to: **Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: Dr. Robert Ellis, Chair, School of Business, by Telephone (250) 960-6491, Fax (250) 960-5544, or E-mail: bellis@unbc.ca Electronic copies of applications and CV's may be forwarded to: **FacultyRecruitment@unbc.ca**

Applications received on or before **November 1, 2005**, will receive full consideration; however applications will be accepted until the position is filled.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA — *3333 University Way, Prince George, BC, V2N 4Z9 For More Information, Visit our Web Site: www.unbc.ca*

Saint Mary's University
Halifax, Nova Scotia, Canada

SOBEY SCHOOL OF BUSINESS
SAINT MARY'S UNIVERSITY

CIBC Professorship in Entrepreneurship & Venture Development

The Sobey School of Business invites applications for the CIBC Professorship in Entrepreneurship and Venture Development. Established with funding from CIBC, this tenure-track position is intended for an outstanding scholar in early to mid-career.

Applicants should have completed a Ph.D. in a relevant discipline and have established a distinguished record of teaching and research in the areas of Entrepreneurship and Venture Development. The successful candidate would be expected to maintain an active program of research in these areas, to teach in our AACSB accredited undergraduate, MBA and PH.D. programs, and to engage in community outreach activities.

With 70 full time faculty and an enrollment of approximately 2,500 full and part-time students enrolled in B.Comm., MBA, EMBA, and Ph.D. programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications will be accepted until position is filled. Applicants should submit a letter of application, curriculum vitae, and the names of three references to:

Dr. Judy Haiven, Chair
Department of Management, Saint Mary's University
923 Robie Street, Halifax, NS, B3H 3C3
Fax (902) 420-5119

CIBC

www.smu.ca

McGill

Macdonald Chair in Moral Philosophy
Department of Philosophy

The Department of Philosophy at McGill University invites applications for the Macdonald Chair in Moral Philosophy. This is an endowed chair in moral philosophy, broadly construed, at the rank of Full Professor.

Candidates for the Macdonald Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. Dossiers should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact.

The search committee will begin reviewing applications on **December 1, 2005**, and will continue to do so until a suitable candidate is found. For more information about the Department and the University, visit the Department's web site at http://www.mcgill.ca/philosophy.

Please forward letter of application and supporting materials to:
Professor Michael Hallett
Chair, Department of Philosophy
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The language of instruction at McGill is English, but working knowledge of French is also an asset.

www.mcgill.ca

CAREERS CARRIÈRES

national and international organizations that foster the scholarship of teaching and learning. The impact of this Canada Research Chair would be significant at many levels — as a rallying point for scholarly investigations of teaching and learning at Malaspina University-College, a connection point for local institutions, a dissemination point for broader national change, and as a visible commitment to students and student learning in higher education. For full details please check the Malaspina University-College website www.mala.ca (Employment Opportunities, Employment Postings, MFA — Academic).

■ **EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for two tenure-track positions in the areas of Science Education — Physics and Chemistry and Instructional Technology and Computer Education at the rank of Assistant Professor commencing July 1, 2006. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **EDUCATION — The University of Western Ontario.** The Faculty of Education, The University of Western Ontario, invites applications for a full-time probationary (tenure-track) appointment in the area of Science Education at the rank of Assistant Professor, effective July 1, 2006. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the schools is an asset. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the Faculty. The successful applicant will contribute to programs in science education in ways that reflect the Faculty's commitment to teaching. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicant will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; educational policy studies; gender, equity and social justice; language and literacy; mathematics, science and technology; and pedagogy and curriculum. Candidates whose work reflects more than one of these themes will be given preference. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the BEd/OIpEd program in teacher education, graduate programs at the masters and doctoral levels, and an extensive range of in-service courses for teachers delivered by distance education. In 2005-06, there are 820 students in the undergraduate program, 150 in masters programs, 40 in PhD programs, and 5000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from www.uwo.ca/edu/. Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; their curriculum vitae; the names and addresses of three referees; and copies of their scholarly writing, by November 15, 2005 to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON, N6G 1G7. Telephone: 519-661-2080; fax: 519-850-2377. Electronic dossiers may be sent to deaned@uwo.ca. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **EDUCATION — The University of Western Ontario.** The Faculty of Education, The University of Western Ontario, invites applications for a full-time probationary (tenure-track) appointment in the area of English language arts and literacy at the elementary school level at the rank of Assistant Professor, effective July 1, 2006. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the schools is an asset. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the Faculty. The successful applicant will contribute to programs in English language arts and literacy education in ways that reflect the Faculty's commitment to teaching. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicant will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; educational policy studies; gender, equity and social justice; language and literacy; mathematics, science and technology; and pedagogy and curriculum. Candidates whose work reflects more than one of these themes will be given preference. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the BEd/OIpEd program in teacher education, graduate programs at the masters and doctoral levels, and an extensive range of in-service courses for teachers delivered by distance education. In 2005-06, there are 820 students in the undergraduate program, 150 in masters programs, 40 in PhD programs, and 5000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from www.uwo.ca/edu/. Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; their curriculum vitae; the names and addresses of three referees; and copies of their scholarly writing, by November 15, 2005 to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON, N6G 1G7. Telephone: 519-661-2080; fax: 519-850-2377. Electronic dossiers may be sent to deaned@uwo.ca. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **EDUCATION — The University of Western Ontario.** The Faculty of Education, The University of Western Ontario, invites applications for a full-time probationary (tenure-track) appointment in the area of counselling psychology and educational psychology at the rank of Assistant or Associate Professor, effective July 1, 2006. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the schools is an asset. Eligibility for registration by the Ontario College of Psychologists is a requirement. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the Faculty. The successful applicant will contribute to programs in counselling psychology and educational psychology in ways that reflect the Faculty's commitment to teaching. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicant will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; educational policy studies; gender, equity and social justice; language and literacy; mathematics, science and technology; and pedagogy and curriculum. Candidates whose work reflects more than one of these themes will be given preference. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the BEd/OIpEd program in teacher education, graduate programs at the masters and doctoral levels, and an extensive range of in-service courses for teachers delivered by distance education. In 2005-06, there are 820 students in the undergraduate program, 150 in masters programs, 40 in PhD programs, and 5000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from www.uwo.ca/edu/. Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; their curriculum vitae; the names and addresses of three referees; and copies of their scholarly writing, by November 15, 2005 to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON, N6G 1G7. Telephone: 519-661-2080; fax: 519-850-2377. Electronic dossiers may be sent to deaned@uwo.ca. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in the areas of computer engineering, nanotechnology engineering, MEMS, information security, and software engineering. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca/applications Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 65 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (to be launched in September 2005 jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system (strongly encouraged) at https://eceadmin.uwaterloo.ca/OACA or by post to: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology related to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof. Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/OACA All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGINEERING — University of Toronto.** The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure-stream position in the area of thermofluids engineering. The preferred candidate would be an experimentalist, who could make use of our very extensive laboratory facilities. Exceptional opportunities exist for growth in either of the Department's strategic focus areas of biomedical engineering and alternative energy systems. Applicants must have a doctoral degree in Mechanical Engineering or a related field, an outstanding academic and research record that normally requires a minimum of 2-4 years of postdoctoral research experience, and effective teaching ability. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary and academic rank are commensurate with qualifications. Suggested start date is July 1, 2006. Applicants should include in their responses: a detailed curriculum vitae; a clear statement of their specific teaching and research interests; and country of citizenship/residency. Letters of application should be addressed to: Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is December 1, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH — University of Ottawa.** The Department of English announces the opening of a full-time, tenure-track position for a specialist in Canadian Literature at the Assistant Professor level, starting 1 July 2006. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2005.

McGill

Assistant Professor, Cultural Studies & Cultural Theory

The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on August 1, 2006, in the area of Cultural Studies and Cultural Theory, with a concentration in Studies in Canadian and/or International Film.

Ph.D is required. Candidate must be able to teach both film and core cultural studies courses. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration.

Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html

Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than **November 15th**. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. Please address applications to

Professor Paul Yachnin
Chair, Department of English
McGill University
853 Sherbrooke St. W.
Montreal, Quebec, Canada H3A 2T6

In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Department of History
University of Toronto

Tenure-Track Position in Aboriginal History

The Department of History, University of Toronto, St. George campus, invites applications for a tenure-track position at the rank of Assistant Professor in the field of aboriginal history, with expertise in the history of indigenous peoples of North America. Period and research specialization are open but the successful candidate must be able to provide excellent supervision of students working on Canadian topics. The Department intends to make an appointment for July 1, 2006.

Applicants must have a Ph.D. or be near completion, and a record of excellence in teaching and research. Duties consist of research and graduate and undergraduate teaching. Salary commensurate with experience and qualifications. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus.

Applications should be sent to **Professor Lorna Jane Abray, Chair, Department of History, Sidney Smith Hall Room 2074, 100 St George St, Toronto Ontario Canada M5S 3G3**. Applications should include curriculum vitae, a letter outlining current and future research interests and discussing the contribution she/he would seek to make to the Department and University, ONE writing sample (e.g., an article offprint or conference paper), and materials relevant to teaching experience (e.g., course outlines and handouts, student survey results). Applicants should also ask three referees to write letters directly to Professor Abray. Materials must be received by **November 30, 2005**.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethnocultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Memorial
University of Newfoundland

TENURE-TRACK POSITIONS
Faculty of Business Administration

Applications are invited for tenure-track positions commencing July 2006 in the following areas:

- **Labour Relations:** VPA BUSI-2005-003
- **Strategy:** VPA BUSI-2005-004
- **Ethics:** VPA BUSI-2005-005
- **Finance:** VPA BUSI-2005-006
- **Human Resource Management:** VPA BUSI-2005-007
- **Operations Management:** VPA BUSI-2005-008
- **Accounting:** VPA BUSI-2005-009
- **Marketing:** VPA BUSI-2005-010
- **Entrepreneurship:** VPA BUSI-2005-011

These positions will normally be filled at the rank of Assistant Professor, and salary will be commensurate with qualifications and experience, as stipulated by the Collective Agreement.

The Faculty of Business Administration is placing an increased emphasis on high-quality research. The Faculty expects to launch a doctoral program in Operations and Information Management in September 2006, and plans to expand the program into the areas of Financial Management and Human Resource Management in subsequent years.

Successful applicants will be expected to teach at the graduate and undergraduate levels and to conduct research in the related area. Applicants should hold a PhD, or be near completion, and have demonstrated teaching excellence and strong research promise in a university environment. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.)

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities. Approximately 200 graduate students, many of whom are part-time, and 1,000 undergraduate students are enrolled in the Faculty of Business Administration. Through its Center for International Business Studies, the Faculty has an active international exchange program with fourteen European universities, as well as one in Mexico. The Faculty of Business Administration has AACSB International Accreditation. For additional information about our Faculty, please visit our web site at www.business.mun.ca.

Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to deanfba@mun.ca, quoting the VPA reference number noted above.

Filling these positions is dependent on funding. Applications will be reviewed commencing **October 1**, however, applications will be accepted and considered until the positions are filled. For further information please telephone (709) 737-8851 or fax (709) 737-2467 or email deanfba@mun.ca.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

■ **ENGLISH — University of Toronto.** Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto, St. George campus. Qualifications: PhD in English with specialization in Canadian Literature. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in that area. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus. Duties consist of research and undergraduate and graduate teaching on the St. George campus. Applicants must show promise of outstanding research and teaching potential. Salary commensurate with experience and qualifications. Send applications and c.v. to Professor Brian Corman, Chair, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3H1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment to commences 1 July 2006. The deadline for applications is 7 November 2005. Applications will not be accepted after the deadline. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University offers opportunities to work in a range of collaborative programs, including Book History and Print Culture, Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia hopes to fill four Assistant Professor positions in any of the following areas: Early Modern Literature with an emphasis on Shakespeare, Victorian literature, Children's literature, Canadian literature, North-American Asian literature, and First Nations literature. Candidates with expertise in more than one of the above areas are especially strongly encouraged to apply. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. Positions are subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 28 October 2005. Position start date: 1 July 2006. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — Simon Fraser University.** The Department of English at Simon Fraser University offers a comprehensive program of undergraduate and graduate studies. The Department has 32 full-time faculty members, over 500 undergraduate majors, and 60 graduate students in its MA and PhD programs. We have a strong research record and a high reputation for our teaching. Tenure-track faculty have a 2/2 teaching load. We invite applications for three (3) appointments, all effective September 1, 2006. Two of these are tenure-track appointments at the rank of Assistant Professor in the following fields: 1. Tudor literature; 2. Writing and Rhetoric (with strength in both). Candidates for these two positions must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. The third position is a tenured or tenure-track appointment at the rank of Associate Professor or advanced Assistant Professor in the following field: 3. British literature, 1840-1910, with a focus on the novel preferred (research strength in one or more of the following would be an asset: print, media and visual culture; transatlantic studies; imperialism and colonialism; urban studies; gender studies). Candidates for this position must hold a PhD and have an outstanding research and teaching record. Applicants should submit a detailed letter of application, a curriculum vitae, transcripts of academic record, a sample of their scholarly writing, and ask three referees to send letters to: Dr. Tom Grieve, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Applications must be received by October 31, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. These positions are subject to budgetary approval. http://www.sfu.ca/english.

■ **ENGLISH — Brock University.** The Department of English Language and Literature at Brock University invites applications for a probationary, tenure-track position at the rank of Assistant Professor to begin July 1, 2006. The position is subject to final budgetary approval. The Department is seeking a person whose major research area is in Canadian Literature,

CAREERS CARRIÈRES

the graduate program. A completed or nearly completed PhD, evidence of effectiveness in teaching and an active research program are expected. Located on the University of Regina campus, Campion offers courses in the humanities, social sciences, fine arts and natural sciences. The college is a fully accredited member of the Association of Universities and Colleges of Canada, and its graduates receive University of Regina degrees. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina. Campion Department of English members are integrated into the university's Department of English, which includes 35 full-time members. For more details about Campion College, visit the University of Regina website: http://www.uregina.ca. Interested applicants should forward a letter of application, a curriculum vitae that contains a list of referees, a copy of graduate transcripts, evidence of teaching effectiveness, and a sample of written work. Applicants should arrange for three letters of reference to be sent to: Professor Samira McCarthy, Dean, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada, S4S 0A2; Telephone: 306-359-1237; Fax: 306-359-1200; E-mail: Samira.McCarthy@uregina.ca. Review of applications will begin November 1, 2005, and will continue until suitable candidates have been identified. Salary is commensurate with qualifications and experience. Campion College encourages all qualified applicants to apply; however, preference will be given to Canadians and to permanent residents of Canada.

■ **ENVIRONMENTAL CHEMISTRY — University of Windsor.** The University of Windsor invites applications for a faculty position in Environmental Chemistry for the Great Lakes Institute for Environmental Research (GLIER) commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Fryer, Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4; Phone: 519.253.3000, ext.2732; Fax: 519.971.3616; E-mail: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENVIRONMENTAL MANAGEMENT — Memorial University of Newfoundland.** Applications are invited for a three-year term faculty position at the Assistant or Associate Professor level commencing April 1, 2006 or earliest thereafter, in the area of Environmental Management. Salary and rank will be commensurate with qualifications and experience. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liaise with industry, and to develop an active program of research. A PhD degree in civil or environmental engineering is required. Specialization in environmental management, regulation, and/or policy, is desirable. Capability to teach graduate courses in environmental modeling and environmental systems engineering will be an asset. The successful candidate will be expected to teach graduate courses in environmental management and policy as well as undergraduate courses in the civil engineering programs offered at Memorial University. This program includes courses such as applied environmental science and engineering, civil/environmental systems, municipal engineering, environmental assessment, monitoring and control. The successful candidate will be expected to participate in the supervision of undergraduate and graduate students on projects related to environmental engineering and management. The Faculty of Engineering and Applied Science has well-established co-operative undergraduate programs and active graduate research programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, and Ocean and Naval Architectural Engineering, with options in Offshore Oil and Gas Engineering. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca. Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax # (709) 737-8975; Reference: VP.ENGI-2005-009. The Search committee will begin to review applications starting December 1, 2005, and will continue to do so until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ÉTUDES FRANÇAISES — Université Queen's.** Le Département d'Études françaises de l'Université Queen's (Kingston) sollicite des candidatures pour un poste menant à la permanence avec entrée en fonction le 1er juillet 2006. Le Département est orienté vers la recherche, offre un programme d'études supérieures (MA et PhD) et compte d'ailleurs plusieurs équipes de recherche interdisciplinaires. Nous recherchons la candidature de personnes poursuivant un programme de recherche dynamique dans le domaine de la littérature québécoise. Le/la candidat/e enseignera au 1er cycle ainsi qu'au 2e et 3e cycle, sera appelé/e à diriger des étudiants de maîtrise et de doctorat. Les candidats doivent détenir un doctorat en études françaises et faire preuve d'excellence dans les domaines de la recherche et de l'enseignement. Le poste sera attribué au rang de professeur adjoint. Conformément aux règlements de l'immigration canadienne, tous les candidats sont encouragés à poser leur candidature; la préférence sera cependant accordée aux citoyens canadiens et aux immigrants reçus. L'Université Queen's pratique une politique d'équité en matière d'emploi et invite des candidatures de femmes, de minorités visibles, de peuples autochtones, de personnes handicapées et de personnes appartenant à des minorités sexuelles. Les conditions de travail sont fixées par la convention collective entre l'Université et la Queen's University Faculty Association (voir http://www.queensu.ca/qufa pour fes détails). Les candidats sont priés d'envoyer un curriculum vitae, un échantillon de leurs travaux de recherche, une description de leur expérience d'enseignement et trois lettres d'appréciation avant le 15 novembre 2005 à l'adresse suivante: Johanne Bénard, Directrice, Département d'Études françaises, Université Queen's, Kingston, Ontario, Canada, K7L 3N6. Courriel: benard@post.queensu.ca; Téléphone: 1-613-533-2083.

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■ **FILM STUDIES — The University of Western Ontario.** The Department of Film Studies, The University of Western Ontario (http://www.uwo.ca/film/) invites applications for one position, to begin 1 July 2006, at the rank of Assistant Professor. We are seeking to make a probationary (tenure-track) appointment; the completed PhD or equivalent, and experience and promise in teaching and research are minimum qualifications; published work is required. For PhD candidates in the final stages of the thesis, supervisors must provide written confirmation of the completion date for applications to be considered. The specific areas of specialization for the position are open; however, the Department has a particular interest in some or any of the following: African; East Asian and Latin American; American; avant garde; early cinema, and or political economy and globalization. Candidates who have cross-disciplinary interests in literature, television, and or other sites of visual culture are also encouraged to apply. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Please send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Dr. C.E. Gittings, Chair, Department of Film Studies, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Please feel free to contact Dr. Gittings with questions about the position or the department (519-661-3307). Applications must be received by 01 December 2005.

■ **FINANCE — University of Alberta.** The University of Alberta, School of Business invites applications for two tenure-track positions in Finance (rank open; positions subject to funding). Anticipated start date is July 1, 2006. We stress quality research and potential to publish in top journals. The ability to teach undergraduate, MBA and PhD courses is also important. Applicants should have a PhD or equivalent, or be close to degree completion. Applicants for associate or full professor positions should have strong research and teaching records. Proficiency in English is required. Salary is competitive and commensurate with qualifications. Applications will be accepted until the position is filled. Applications should include curriculum vitae, samples of research, any available teaching ratings, and names of three referees who have been asked to send confidential letters of assessment. Please send to: Dr. Prem Talwar, Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Telephone: (780) 492-2457; Fax: (780) 492-9924; E-mail: prem.talwar@ualberta.ca. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **FINANCE — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough invites applications for a teaching-stream, Lecturer position in Finance. The successful candidate is expected to have solid teaching experience at the undergraduate level, and be able to teach courses in both corporate finance and investments. While there is no requirement to do research, the chosen individual will be expected to participate in the governance of the Department of Management. The candidate should have a Master's degree. A PhD degree, although not required, will enhance the application. Professional designations such as CFA and institutional experience are an asset. The position initially is for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Interested candidates should send a curriculum vitae together with evidence of experience and excellent performance in teaching finance courses to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4 (only hard-copy applications will be accepted). Three letters of reference should also be arranged and sent to the Chair. The deadline for application is November 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas.

■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for a tenured or tenure-track finance position in the School of Accountancy. We welcome applications from candidates in all areas of finance for the appointment beginning July 1, 2006. Candidates interested in corporate finance or investments are especially encouraged to apply. Rank is open. Members of the finance area are active researchers in theoretical and empirical work in asset pricing, corporate finance, derivatives, and financial econometrics. The finance area faculty members are associated with the Centre for Advanced Studies in Finance (CASF) that provides the focus for research and education in the finance discipline at the University. The CASF is also an integral part of the Institute for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, mathematics, scientific computing and actuarial science. For further information, visit http://arts.uwaterloo.ca/ACCT/finance/casf.htm. Candidates should be able to demonstrate excellence in research and teaching in finance. Candidates for a tenured position should have a record of outstanding achievement, and an interest in contributing to our Ph.D. program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for outstanding research and teaching. Since its founding in 1957, the University of Waterloo has earned an excellent reputation and in recent years has been consistently ranked as one of Canada's leading universities. The School of Accountancy operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science). Details about these programs may be found at http://accounting.uwaterloo.ca/. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To be considered please send a curriculum vitae and the names and contact information of three referees to: Dr. Alister Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Alternatively, electronic applications may be sent to amason@uwaterloo.ca. Applications should be received by October 30, 2005.

■ **FRANÇAIS — L'Université de Western Ontario. Le Département de français à la Faculté des lettres, arts et sciences humaines de l'université Western Ontario, est à la recherche d'un-e professeur-e de littérature française de l'Ancien Régime (avec préférence pour le XVIIe ou le XVIIIe siècle) pour un poste probatoire, au rang de professeur-e adjoint-e (Assistant Professor). Les fonctions du poste incluent l'enseignement et l'encadrement des étudiant-e-s aux trois cycles universitaires. Le candidat ou la candidate idéal-e aura de l'expérience dans l'enseignement, un doctorat ou PhD, et un excellent dossier de publications dans le domaine mentionné. Une expertise en littérature de la francophonie, études du genre, ou pratiques des langues ou un autre champ interdisciplinaire serait un atout. Les candidat-e-s devront avoir une parfaite maîtrise du français. Date d'entrée en fonctions: le 1er juillet 2006. Ce poste est sujet à approbation budgétaire. Veuillez adresser un curriculum vitae et trois lettres de recommandation envoyées directement des répondants au Dr. Jeff Tennant, Directeur, Département de français, Université Western Ontario, London (Ontario), N6A 3K7, avant le 15 novembre, 2005 (dossiers de candidature acceptés par courrier électronique: jtennant@uwo.ca). Les candidat-e-s devront pouvoir communiquer en anglais parlé et écrit. Tous-tes les candidat-e-s qualifié-e-s sont encouragé-e-s à postuler, toutefois la priorité sera accordée aux citoyen-ne-s et aux résident-e-s permanent-e-s du Canada. L'université Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de femmes et hommes qualifiés, y compris les membres de minorités visibles, les autochtones, et les personnes handicapées.

■ **FRENCH LANGUAGE & LITERATURE — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College is a small Liberal Arts and Science Institution and a campus of Memorial University of Newfoundland located in the city of Corner Brook on Newfoundland's west coast. Applications are invited for a tenure-track position in French Language and Literature at the Assistant Professor rank starting January 1, 2006. Position is subject to budgetary approval. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). In addition, have demonstrated competence in teaching French as a second language at the introductory and intermediate undergraduate levels, and be prepared to teach in an English-speaking environment. Expertise in contemporary Francophone culture, literature, and film or other preparation suitable for participation in the College's Humanities Programme would be an asset. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL, A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. VPA Reference Number for this position is GRAR-2004-002.

■ **FRENCH LITERATURE & CULTURE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the area of French Literature and Culture at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel. 519-253-3000, Ext. 2873; Fax: 519-971-3648; e-mail: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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■ **GEOGRAPHY — University of Toronto.** The Department of Geography and Program in Planning, University of Toronto, invites applications for two tenure-stream appointments. Both appointments will be at the rank of Assistant Professor and will begin on July 1, 2006. These appointments are in the fields of: Urban Geography — Assistant Professor: The department is seeking candidates with expertise in contemporary cities to complement its considerable strength in urban geography and related fields. An interest in North American cities would be an asset. Materials must be received by October 11, 2005. Historical Geography — Assistant Professor: The ideal candidate would complement the department's considerable strength in areas of environmental, urban-economic, and sociocultural geography. Materials must be received by November 15, 2005. The appointees will be expected to contribute to graduate teaching and supervision and undergraduate teaching. The successful candidates will be expected to develop an externally funded research program. The successful candidates must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to excellence in teaching. Salary to be commensurate with qualifications and experience. Please send applications to Professor Joseph R. Desloges, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience (no e-mail applications will be accepted). Applicants should also ask three referees to write letters directly to Professor Desloges. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOGRAPHY — Simon Fraser University.** The Department of Geography at Simon Fraser University invites applications for a tenure-track faculty appointment in the field of Human Geography. Our priority is for a candidate with interests in the socio-spatial inequalities of health at local, national and/or international scales. The appointment will be at the rank of Assistant Professor and will begin September 1, 2006. Applicants must have completed a PhD by the time of appointment and should demonstrate a clear promise of excellence in research as well as effectiveness in teaching at undergraduate and graduate levels. In addition to their area of specialty, the successful candidate also will be expected to instruct in other courses

Sun Microsystems-HPCVL Canada Research Chair in High Performance Computing

Queen's University

Queen's University has a tradition of excellence as one of Canada's leading research-intensive universities. We are focused on being the quality leader in Canadian higher education and are dedicated to promoting research and scholarship of national and international distinction that will enrich the academic environment, contribute to the cultural and economic growth of our country, and contribute to creating a just and equitable world.

The Government of Canada has established the Canada Research Chairs program (www.chairs.gc.ca) to foster world-class research excellence in Canadian universities.

The University's Strategic Research Plan identifies areas that will be augmented through the Canada Research Chairs program. The Plan can be found at www.queensu.ca/secretariat/senate/policies/resstrategic.html.

We are currently seeking candidates for a **Tier 1 Chair** in selected disciplines/areas that receive funding from the Natural Sciences and Engineering Research Council of Canada (NSERC) and involve computational science or engineering. The successful candidate will have access to the resources of the High Performance Computing Virtual Laboratory (*HPCVL, www.hpcvl.org*) and will be expected to make significant use of HPCVL in his/her research program. Funds will be available from Sun Microsystems to support the appointee's research. The areas of specific interest are listed below. A joint appointment to several Departments is possible. Please consult the web sites listed for additional information.

Mathematics (www.mast.queensu.ca/jobs/): Solution of partial differential equations for fluid flow, turbulence, magnetohydrodynamics or climate; computer security, including elliptic curve cryptography; computer algebra.

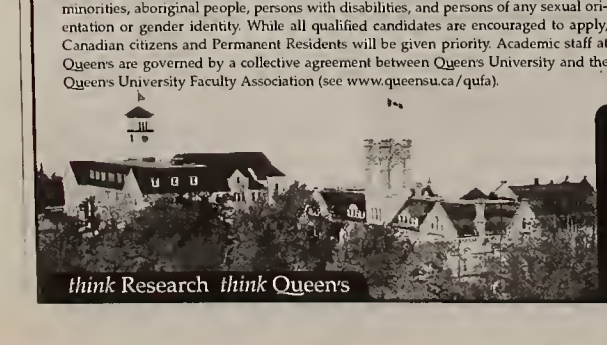
Physics (www.physics.queensu.ca): electron quantum Monte Carlo and density functional methods; numerical simulations of fluid and plasma dynamical states; N-body simulations of cosmological structure and planetary systems; numerical relativity; computational nanophotonics and quantum optoelectronics; Monte Carlo radiation transport in medical physics.

Psychology (psyc.queensu.ca/jobs): Computational approaches to cognitive science and neuroscience (e.g., attention, memory, language processing, perception and action).

Engineering (www.appsci.queensu.ca/employment/hpcvl/): Computational materials or computational turbulence (**Mechanical Engineering**); Numerical modelling (**Civil Engineering**); Computational electromagnetics or bioinformatic/biomedical engineering (**Electrical and Computer Engineering**).

Nominations and applications should be forwarded to the Head of the respective Department at Queen's University, Kingston, Ontario, Canada, K7L 3N6. Nominations/applications must include a full curriculum vitae and a statement of research objectives and teaching interests, as well as the names and full contact information for three arm's-length referees. Review of complete applications will begin on December 1, 2005.

Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. While all qualified candidates are encouraged to apply, Canadian citizens and Permanent Residents will be given priority. Academic staff at Queen's are governed by a collective agreement between Queen's University and the Queen's University Faculty Association (see www.queensu.ca/qufa).



CAREERS CARRIÈRES

in the Geography Program. The appointee will be responsible for establishing an externally funded research program. Applicants should forward a curriculum vitae, statement of research interests and career goals, and reprint or sample of research writing to Dr. Ted Hickin, Chair, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. They should also arrange for three confidential letters of reference to be sent to the Chair under separate cover. Review of applications will commence on October 17, 2005. For additional information please see www.sfu.ca/geography. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to final budgetary approval.

■ **GEOGRAPHY — Simon Fraser University.** The Department of Geography at Simon Fraser University invites applications for a tenure track faculty appointment in field-based surface-water hydrology. The appointment will be at the rank of Assistant Professor and will begin September 1, 2006. Applicants must have completed a PhD by the time of appointment and should demonstrate a clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. In addition to their area of specialty, the successful candidate also will be expected to instruct in other courses in the Physical Geography Program. The appointee will be responsible for establishing an externally funded research program in surface-water hydrology. Applicants should forward a curriculum vitae, statement of research interests and career goals, and reprint or sample of research writing to Dr. Ted Hickin, Chair, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. They should also arrange for three confidential letters of reference to be sent to the Chair under separate cover. Review of applications will commence on November 21, 2005. For additional information please see www.sfu.ca/geography. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to final budgetary approval.

■ **GEOGRAPHY — York University.** The Department of Geography invites applications for a full-time tenure-track position at the Assistant Professor level. The Department seeks a specialist in Remote Sensing and Geoinformatics, with a background in Physical Geography. Preference will be given to those who take a critical approach to the use of remote sensing and geoinformatics. Remote sensing applications of particular interest to the department relate to surface process modeling, resource analyses, and environmental change, including snow cover and/or sea ice change; vegetation dynamics; water, river systems, floods, and drought; soil and mineral resource assessment; and land cover change. However, outstanding applicants with an interest in any aspect of biophysical processes will be considered. A PhD is required at the time of appointment. Strong preference will be given to applicants who are able to supervise doctoral students in our graduate field of biophysical processes immediately. The undergraduate teaching load for this position will include courses in remote sensing, geoinformatics and physical geography. We seek an individual who will develop a vigorous research program in an interdisciplinary environment and can demonstrate a commitment to high-quality undergraduate and graduate teaching. The position, to commence July 1, 2006, is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm, or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should submit a curriculum vitae, statement of research interests and selected publications, and arrange to have three letters of reference sent to Professor Patricia K. Wood, Chair, Department of Geography, Faculty of Arts, N418 Ross Building, York University 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3; phone 416-736-5107, fax 416-736-5988. Deadline: January 2, 2006.

■ **GEOGRAPHY — The University of Western Ontario.** The Department of Geography at The University of Western Ontario is seeking a faculty member at the rank of Assistant Professor (probationary or tenured) or Associate Professor (probationary or tenured) in the area of Development Geography. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The candidate must have a PhD and a strong record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research on international development. Candidates who can complement Departmental and Faculty strengths in urban studies, water, health, population and migration, economic development, and natural hazards and environment are particularly encouraged to apply. Regional specialization is open to any area of Asia, Africa, or Latin America and the Caribbean. Working relationships with organizations in relevant fields is also desirable. The appointment will be effective July 1, 2006. The appointment is subject to final budgetary approval. Salary will be commensurate with experience. Further information about the Department may be found at: http://geography.ssc.uwo.ca. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Prof. Dan Shrubsole, Chair, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Tel: (519) 661-3126; Fax: (519) 661-3750; E-mail: dashrubs@uwo.ca. Closing date: November 30, 2005 or until position is filled. E-mailed applications will not be accepted. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples and persons with disabilities.

■ **GEOPHYSICS — The University of Western Ontario.** The Department of Earth Sciences (http://www.uwo.ca/earth) at The University of Western Ontario (http://www.uwo.ca) wishes to enhance its prestigious, interdisciplinary research program through appointment of a Tier 1 Canada Research Chair (http://www.chairs.gc.ca) in an area of strategic importance to the Department and the University, as outlined in the University's Strategic Research Plan (http://www.uwo.ca/research/general/VP_AVPIR.html). The successful candidate will normally be appointed at the rank of Professor (tenured) and nominated as a Tier 1 Canada Research Chair. The appointee will introduce a unique, independently funded research program that complements or strengthens the following research fields: Properties of Natural and Synthetic Materials; Planetary and Solar System Evolution; Lithosphere Processes; Surficial and Environmental Systems. With research strengths in physics of natural materials, seismology and geodesy, the Geophysics group contributes to these fields. Although classroom-teaching responsibilities will be reduced, the successful candidate will be expected to teach at the undergraduate and graduate levels. The closing date for applications is December 31, 2005. The starting date for the appointment will be July 1, 2006 or thereafter. A detailed curriculum vitae, a research plan, and the names of three references should be sent to: Dr. H. Wayne Nesbitt, Chair, Department of Earth Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISPANIC & COMPARATIVE LITERATURE — The University of Western Ontario.** The University of Western Ontario, Department of Modern Languages and Literatures (http://www.uwo.ca/modlang/), invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in the area of Hispanic and Comparative Literature with a focus in Transatlantic Hispanic Studies, to begin July 1, 2006. Completed PhD at time of appointment, expertise in teaching, strong research record, and native or near-native fluency in Spanish are required. Expertise in Contemporary Literature and New Literatures of Latin America and Spain essential. Expertise in the teaching of creative writing will be an asset. Responsibilities will include teaching at the undergraduate and graduate levels, thesis supervision, and an active role in the Transatlantic Studies research group. Send letter of application with curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to the Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax (519) 661-4093. Applications must be received by November 15, 2005. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISTOIRE — Université d'Ottawa.** Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur adjoint menant à la permanence en histoire de l'Amérique latine, avec une composante de recherche portant sur l'une des régions suivantes: le Mexique, l'Amérique centrale, l'Amérique du sud, ou les Caraïbes. Entrée en fonction: le 1er juillet 2006. Exigences: Doctorat; la préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français et en anglais. Salaire: selon le convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection en histoire de l'Amérique latine, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 1er décembre 2005. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux residents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi. L'Université d'Ottawa est frère, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

■ **HISTORY — University of Ottawa.** The Department of History of the University of Ottawa invites applications for a tenure track position at the Assistant Professor level in the history of Latin America, with a research focus concerning one of the following areas: Mexico, Central America, South America, or the Caribbean. Starting date: July 1, 2006. Requirements: PhD; publications and teaching experience preferred. The candidate will be required immediately to teach in English and French. Salary: according to collective agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee for Latin American history, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 1, 2005. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Employment equity is University policy. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure.

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■ **HEALTH — Malaspina University-College.** Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers acknowledged by their peers as having the potential to lead in their field, and who wish to be considered for a Tier II Canada Research Chair in the Social Organization of Health Care. Every day in Canada people produce and consume "health care." There are wide and varied spheres of activity (both waged and unwaged, public and private, regulated and unregulated) where health activities are organized and coordinated. Increasingly, health work and "health" itself is being assessed in relation to how it advances (or jeopardizes) the vigor of Canada's market economy. What actually happens in the tangible activities of people involved in the production and maintenance of health is not well understood. Not enough is known about how the official health care system interacts with, and subsumes or is supplemented by, other practices aimed at promoting people's health and well-being. As well, the practical effects of the current emphasis on health economics and technically developed information-based decisions have not been well studied. A Chair devoted to studying the social organization of health would implement a research program within three main themes: Critical research into contemporary health care (health and health care broadly conceived) with emphasis on the intersection of multiple forms of knowledge (professional, administrative, local); Deepening understanding about how to build positive critical analysis and well developed scholarship into the everyday practices of health and human services workers; The development of strategies to address tensions that arise within the coordination of the work of the many strata of people involved in the production of health care. Malaspina's Faculty of Health & Human Services prepares students for a variety of health and human services work (Nursing, Dental Assisting, Home Support and Resident Care Attendants, Child and Youth Care, Early Childhood Education and Care, Child and Youth Care for First Nations, Community Support Workers and Special Education Assistants). For full details please check the Malaspina University-College website www.mala.ca (Employment Opportunities, Employment Postings, MFA — Academic).

■ **HEALTH SCIENCES — The University of Western Ontario.** The Faculty of Health Sciences Bachelor of Health Sciences and School of Physical Therapy at The University of Western Ontario invite applications for a full-time Probationary (tenure track) position at the rank of Assistant Professor with academic responsibilities in teaching, research, and service. Candidates must hold a PhD, preferably in rehabilitation sciences or related field, and have the capability to develop an active, independent research program. Recent experience in an interdisciplinary rehabilitation environment will be an asset. Teaching is required in the newly developed Rehabilitation Minor of the Bachelor of Health Sciences Program and in the School of Physical Therapy. The FHS is also establishing an innovative interdisciplinary graduate program in Health and Rehabilitation Science and graduate student supervision in this program will be required. The successful applicant will help provide an interdisciplinary bridge between physical therapy and health sciences in the area of rehabilitation. Experience and qualifications in one or more of the following areas will be an asset: health promotion; health policy; disability and health; musculoskeletal health and rehabilitation. The effective date of appointment is on or before July 1, 2006. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Professor Steve Trujillo, Acting Program Director, Bachelor of Health Sciences Program, Faculty of Health Sciences, Room 222, South Valley Building, The University of Western Ontario, London, Ontario, N6A 5B9; http://www.uwo.ca/ths/. The deadline for receipt of applications is November 10, 2005. Please quote Number HS 049 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

McMaster University

UNIVERSITY LIBRARIAN

McMaster University, Hamilton, ON

The Opportunity:

McMaster University has earned a reputation as one of the leading post-secondary institutions in Canada through its dedication to innovative education and ground-breaking research. With well-established strengths in health care, engineering, business, social sciences, science, and humanities research and education, the University offers its professors and 20,000 students unique opportunities for research, education and collaboration.

The University Library System is focused on achieving excellence, in keeping with McMaster's commitment to lifelong, student-centred learning and scholarly excellence. Each year, more than 2,250,000 patrons enter the libraries at McMaster, and more than 64,000 reference questions are answered. The combined collections of the libraries total more than 1.9 million books, over 20,000 print and electronic journals, and an additional 30,000 e-resources. The Library's Division of Archives and Research collections houses extensive archives including those of Bertrand Russell. Strongly supported by the University, the University Library System is integral to the University's strategic directions.

The Challenge:

To provide skilled and enthusiastic leadership that advances the Library System's contribution to the University's mission of teaching, research, and service in the next decade.

The Candidate:

An experienced and visionary leader who is a strong collaborator, a clear and articulate communicator, and a knowledgeable advocate for academic libraries and their potential in an increasingly digital world.

More Information:

Please consult http://library.mcmaster.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

For more information, please contact Libby Dybikowski or Maxine Adam at (604) 913-7768.
You may forward your CV, a letter of application and the names of three referees, in confidence, to search@provenceconsulting.com or apply on-line: www.provenceconsulting.com

PROVENCE FINDS

We will communicate with all who express interest.

Adrian Tsang
Professor, Biology

Concordia University's Faculty of Arts and Science

Our Renaissance Is Taking Place Right Now!

Passion. Energy. Optimism. A focus on the future. These are the things you will immediately sense when you come to the Faculty of Arts and Science at Concordia University. Already one of the largest and fastest growing universities in Canada, several years of record growth in student enrolment are adding to our momentum. Students from over 160 different countries and a new generation of faculty members from all around the world combine to create a diverse, multicultural environment in one of North America's most charming and sophisticated cities.

Unprecedented faculty renewal since 1997 has seen over 55% of our full-time faculty hired in the last eight years. These new colleagues have dramatically energized our research profile: external research funding has more than doubled since 1999-2000, and our areas of excellence are greater now than ever before.

An ambitious building agenda has seen the construction of state-of-the-art facilities including the Richard J. Renaud Science Complex and the brand new Communication Studies and Journalism Building. Our social sciences and humanities departments are now centralized in extensively renovated quarters at our downtown campus. Modern, comfortable, and well equipped environments enhance the learning experience for both students and professors.

Below you will find job descriptions for tenure-track positions currently available. If you are looking for a career opportunity in a stimulating and dynamic university, make us your first choice!

APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for a position in the field of **Leisure Sciences** with specialization in one or more of the following areas: tourism, play and leisure, outdoor/environmental leisure and recreation.

Dr. Varda Mann-Feder
Chair, Department of Applied Human Sciences
varda@alcar.concordia.ca

BIOLOGY

The Department of Biology invites applications for a position in **Cell and Molecular Biology**. The Department of Biology, housed in the new Richard J. Renaud Science Complex, is very well equipped for research in non-mammalian organisms, genomics and proteomics. The successful candidate is expected to establish an active, externally-funded research program, to supervise graduate students, and to contribute to the teaching of undergraduate and graduate courses in the Cell and Molecular Biology program.

Dr. Luc Varin
Chair, Department of Biology
varinl@alcar.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry at Concordia University invites applications for up to three positions in the following areas:

(1) **Biochemistry:** The department, which is housed in the new Richard J. Renaud Science Complex, is especially well equipped for biophysical studies of biological macromolecules. Faculty members may access equipment and expertise in the Centres for Structural and Functional Genomics, Biological Applications of Mass Spectrometry, and Research in Molecular Modeling.

(2) **Physical Chemistry** with expertise in **Computational or Theoretical Chemistry:** The Department is equipped with modern laboratories housing equipment covering a wide range of experimental techniques. The Department is home to the well-equipped Centre for Research in Molecular Modeling, uniting a vibrant group of researchers from within Concordia as well as local and international institutions, having interests in organic and biophysical chemistry, nanomaterials, and catalysis.

(3) **Inorganic Chemistry:** Candidates with research interests in the areas of materials science and bioinorganic chemistry are particularly invited to apply.

Successful candidates for all positions will be expected to establish an active research program, as well as teach biochemistry at both the graduate and undergraduate levels.

Dr. Marcus F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

DRAMA AND PLAYWRITING

The Department of English and the Département d'études françaises invite applications for a joint appointment in Drama and Playwriting. Candidates for this position must be perfectly bilingual in French and English and must be able to teach in both languages. Produced plays are a requirement and we expect clear indications of scholarly promise. This position requires commitment to creative writing, scholarship and teaching. Candidates for this position should send a writing sample (creative and scholarly), and teaching evaluations (if available), along with the other required documents indicated in the closing paragraph of this advertisement. Please send applications by "hard copy" only to:

Dr. Judith Herz
Acting Chair, Department of English
chaireng@alcar.concordia.ca

ECONOMICS

The Department of Economics at Concordia University is currently inviting applications for up to three positions. While all fields will be considered, we have a special interest in candidates who specialize in **Applied Economics** (including International Economics, Financial Economics, Labour Economics, Industrial Organization, Public Economics), **Macroeconomics, Econometrics** or **Microeconomics**.

Applicants should have the ability to teach at the undergraduate and graduate levels, and be committed to research. Appointments at a more senior level may also be considered.

Dr. William Sims
Chair, Department of Economics
William.Sims@concordia.ca

EDUCATION

The Department of Education invites applications for up to two positions: (1) **Early Childhood and Elementary Education (ECEE).** Successful candidates for this position will have earned a Ph.D. in Early Childhood Education, Curriculum and Instruction, Special Education, Educational Psychology, or a related field, with a particular focus in one or more of the following areas: kindergarten, primary, or elementary classroom teaching and learning; special needs and inclusive education; research-based reading and language arts pedagogy. This position requires a focused and ongoing program of research, potential for attracting external funding, and a documented commitment to teaching and supervising undergraduate and graduate students. (2) The Department of Education's TESL Centre invites applications for a position in **Applied Linguistics**. The candidate should have a strong research profile in classroom-based second-language acquisition. Preference will be given to candidates also having research experience in laboratory settings. The candidate should have experience in graduate and undergraduate teaching in at least two of the following areas: language acquisition, research methods, language testing and evaluation, grammar for teachers, and teacher supervision. The Department is seeking a colleague who can teach successfully in both undergraduate and graduate programs and can contribute to the academic administration of the programs. The successful candidate will join a dynamic team of active researchers and will have the opportunity to make use of Concordia's SAGE Lab, a state-of-the-art language-learning research facility. Applicants must also have an excellent command of English, and a record of publications and conference presentations. A high level of proficiency in French is required; a functional knowledge of another language is an important asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

The Department of English invites applications for appointments in the following areas: **English Renaissance literature; Canadian literature.** (1) Candidates for the position in English Renaissance literature should have teaching competence across the field, including drama

CAREERS CARRIÈRES

and non-dramatic literature. (2) Candidates for the position in Canadian literature should have teaching competence across the field, including modern and contemporary Canadian poetry. Strength in a secondary area outside Canadian literature is a desirable asset. For both these positions publications are a definite asset, and we will look for a clear indication of scholarly promise. These positions require commitment to both scholarship and teaching. Please send applications by "hard copy" only to:

Dr. Judith Herz
Acting Chair, Department of English
chaireng@alcar.cancardia.ca

EXERCISE SCIENCE

The Department of Exercise Science invites applications for up to two (2) positions. Both positions will include teaching undergraduate courses within the BSc Specialization Program in **Athletic Therapy** and graduate courses in the MSc program. Preference will be given to candidates with teaching and research expertise in the area of Athletic Therapy. The candidates shall be certified or be eligible for certification by the Canadian Athletic Therapists Association (CATA). Previous clinical experience would be an asset. In addition to excellent teaching, the candidates will be required to establish a strong record of research activity, to secure external funding, and to supervise graduate students.

Dr. Robert D. Kilgour
Chair, Department of Exercise Science
kilgaur@vax2.cancordia.ca

FRENCH STUDIES/ÉTUDES FRANÇAISES

The Department of French Studies invites applications for one position in **French to English Translation**, both general and specialized. The candidate must have a demonstrated interest in translation theory.

Dr. Ollivier Dyens
Chair, Department of French Studies
adyens@alcar.cancordia.ca

GEOGRAPHY, PLANNING AND ENVIRONMENT

The Department of Geography, Planning and Environment is seeking applicants for a position in **Environmental Change**, with a particular focus on climate change. An ability to teach undergraduate courses in remote sensing, introductory GIS or climatology will be an asset. The successful applicant is expected to contribute to the department's new MSc program in Human Interventions in the Environment, and its existing graduate Diploma in Environmental Impact Assessment.

Dr. Alan Nash
Chair, Department of Geography, Planning and Environment
nash@vax2.cancardia.ca

HISTORY

The Department of History invites applications for up to three positions (one position each) in the areas of:

(1) **South Asian History**

(2) **Middle Eastern History**

(3) **Early Modern Europe (1500-1800)**, preferably Britain, although all Western European fields will be considered.

All materials should be submitted in "hard copy" to:

Dr. Graham Carr
Chair, Department of History,
histjabs@alcar.cancardia.ca

LIBERAL ARTS COLLEGE

Our undergraduate Liberal Arts College invites applications for one position in its multi-disciplinary **Great Books core curriculum in Western Society and Culture**. The candidate will teach in our "**Modes of Expression and Interpretation**" seminars, which cover Antiquity to the present. These courses include materials in English and comparative literature, classics, philosophy, and religion, with an emphasis on the literary tradition. The ideal candidate will be rooted in a discipline, experienced in teaching great books, and will have the range to handle the diverse material of College seminars, which are outlined in our website: http://artsandscience.concordia.ca/liberal_arts_college/

Prof. Harvey Shulman
Principal, Liberal Arts College
harvey.shulman@sympatica.ca

MATHEMATICS AND STATISTICS

The Department of Mathematics and Statistics at Concordia University invites applications for up to two positions: (1) one in **Actuarial or Financial Mathematics**, and (2) one in **Mathematics**. With reference to the second position, the Department is looking to complement its research strength in number theory, mathematical physics and geometric analysis. Of particular interest are the areas of algebraic or differential geometry, and partial differential equations.

Dr. Y.P. Chaubey,
Chair, Department of Mathematics and Statistics
chair@mathstat.cancardia.ca

PHILOSOPHY

The Department of Philosophy invites applications for a position in Philosophy of Language or Mind in the Analytic Tradition. In addition to excellent teaching, the person hired will then be expected to establish a strong record of research activity, to secure external funding, and to supervise graduate students. Please send applications by "hard copy" only to:

Dr. Christopher Groy
Chair, Department of Philosophy
graycb@alcar.concordia.ca

POLITICAL SCIENCE

The Department of Political Science, Concordia University, invites applications for up to two positions:

Public Policy: Preference will be given to candidates committed to an active research programme in social policy, family policy, or the voluntary sector, though the search will not be limited to these areas. The successful candidate will demonstrate a strong theoretical background and specialization in the field of Public Policy, and be prepared to teach with a Canadian and/or a comparative perspective. In particular, candidates will be responsible for a section of the core Public Policy course for the Masters in Public Policy and Public Administration.

International Relations: We are seeking qualified candidates with specializations in either international law, broadly defined, or international political economy. For the international political economy specialization, we seek expertise in international trade/trade institutions; international finance/financial institutions; or the information revolution and global politics.

The successful candidates will demonstrate their commitment to an active research programme, and are expected to teach at both the graduate and undergraduate levels.

Dr. Peter Staett
Chair, Department of Political Science
pstoett@alcar.concardia.ca

PSYCHOLOGY

The Department of Psychology is seeking an individual with a vigorous programme of basic research in **Perception, Cognition or related disciplines (e.g., Cognitive Neuroscience)**. The ideal candidate will have a demonstrated interest in the development and evaluation of biologically plausible, computational models of perceptual or cognitive processes.

Dr. June Chaikelson
Chair, Department of Psychalogy
chaikel@vax2.cancardia.ca

RELIGION

The Department of Religion of Concordia University invites applications for a position in **Islam**. Applicants for the position should have a solid background in the historical and religious traditions of Islam. Knowledge of the sacred texts and relevant appropriate language proficiency are required. Familiarity with another religious tradition, with the comparative study of religion and with the study of gender in Islam will be considered additional assets. The candidate must be able to teach and guide graduate students.

Dr. Narma Jaseph
Chair, Department of Religian
naja@vax2.cancardia.ca

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for two positions in the areas of

(1) **Deviance, Crime, Justice, and Social Control.** We are particularly interested in scholars with a sound training in the sociological understanding of this field, having at the same time a strong interest in emergent forms of deviance, crime and social control, and in new theoretical approaches to these issues.

(2) **Advanced Quantitative Methodologies** either as a field of research or as applied to a substantive area(s). Courses to be initially taught at both the introductory and advanced levels.

Dr. Christine Jaurdan
Chair, Department of Sacialagy and Anthropalagy
jaurdan@vax2.cancordia.ca

Laura Collins
TESL/Education, CSLP

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2006. Please forward all applications and questions to the department contact listed at the bottom of each job description. Review of applications will begin on November 15 2005 and will continue until the positions are filled.

Applicants for all positions should have a PhD. Applications should consist of a letter of intent, a curriculum vitae, copies of recent publications, a statement of teaching interests, a statement of research achievements and objectives and three letters of reference. French proficiency is an asset. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

General questions about faculty hiring can be directed to Dr. David Graham, Dean of the Faculty, telephone: (514) 848.2424 ext. 2081. Additional information can be found at: http://artsandscience1.concordia.ca/.

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CAREERS CARRIÈRES

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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Arts is the largest arts faculty in Canada, offering a comprehensive range of undergraduate disciplinary and interdisciplinary programs of study, and is the major contributor to York's arts-related graduate programs. The guiding principles of the Faculty's mission are academic excellence, innovation and social responsiveness.

The Faculty of Arts invites applications for **full-time tenure-track positions** in the following Departments, Divisions and Schools. Salaries will be commensurate with qualifications and experience. York University has a competitive benefits program. Full details about these and other opportunities can be viewed by clicking on *Academic Positions* at **www.yorku.ca/acadjobs.** The start date for all positions is July 1, 2006. All positions at York University are subject to final budgetary approval.

Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Faculty of Arts

FULL-TIME TENURE-TRACK POSITIONS

Director, York Centre for International and Security Studies

Applications are invited from all qualified candidates for the position of Director of the York Centre for International and Security Studies (YCISS). The successful candidate will initially serve as Director of the YCISS for a three-year term and hold a continuing full-time tenure-track position at the Associate Professor level in the relevant department or division in the Faculty of Arts (for example, but not limited to: Political Science, History, Sociology, Anthropology, Geography, Social Sciences, Economics, etc.). Applicants would be expected to have a distinguished record of scholarship and interdisciplinary research interests in security studies broadly defined as well as the more general areas of international relations and global affairs. Knowledge of Canadian foreign, security and defence policies is an asset. Experience in securing external research funding, working with governments, international organizations, and civil society, and working in administrative positions is desirable. The responsibilities of the Director include: the day-to-day administration of budget, financial, organizational and academic activities of the Centre; the development of additional funding sources; maintaining an active individual and collaborative research program; initiating a mix of curiosity-driven and commissioned research and related scholarly activities, and being cognizant of the importance of engaging relevant areas of public policy; remaining cognizant of traditional areas of scholarship while also being attentive to the leading edge of innovative knowledge creation and dissemination. The YCISS is dedicated to the study of international peace and security issues, and is a Department of National Defence Security and Defence Forum Centre of Expertise. Candidates will be expected to teach graduate and undergraduate courses, and maintain an active research program.

The deadline for receipt of completed applications is November 15, 2005. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and relevant reprints, and arrange to have three letters of reference sent directly, to: Joan Broussard, Secretary, Search Committee for the Director, York Centre for International and Security Studies, 375 York Lanes. Tel: 416.736.5156. Fax: 416.736.5752.

DEPARTMENT OF ANTHROPOLOGY

Islam in Society/Culture

Applications are invited for a tenure-track position at the Assistant Professor level. We seek an anthropologist of Islam in society/culture. Candidates' work must be ethnographically grounded with a strong, ongoing program of research in this area of specialization. A PhD is required by the time of the appointment. Candidates are expected to demonstrate excellence or promise of excellence in scholarly research and publication, and in teaching at all levels. Candidates must be able to teach core undergraduate and graduate social/cultural anthropology courses. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

Social Archaeology

Applications are invited for a tenure-track position at the Assistant Professor level. We seek a social archaeologist whose primary methodological and theoretical orientation is socio-cultural anthropology. A PhD is required by the time of the appointment. Candidates are expected to demonstrate excellence or promise of excellence in scholarly research and publication, and in teaching at all levels. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies. In addition, candidates must be able to develop innovative approaches to teaching the material record of humans past and present within a social/cultural program. Archaeological laboratory facilities are not available.

The deadline for receipt of completed applications is November 15, 2005. Applicants should submit a cover letter with a clear statement of research and teaching interests and an up-to-date curriculum vitae, and arrange to have three confidential, signed letters of reference sent directly to: Professor Naomi Adelson, Chair, Department of Anthropology. Fax: 416.736.5768. E-mail: nadelson@yorku.ca

DEPARTMENT OF ECONOMICS

Applied Economics

Applications are invited for two tenure-track positions at the Assistant Professor level. We are interested in candidates in any of the following areas: Economic Development; Labour Economics; Industrial Organization; Applied Microeconomics; International Trade; Public Economics; Health Economics; Law and Economics; Financial Economics; Natural Resources; Environmental and Ecological Economics. Candidates should have a PhD in Economics (or near completion) and show excellence or promise of excellence in teaching and nationally/internationally recognized scholarly research and publication.

Microeconomic Theory

Applications are invited for a tenure-track position at the Associate Professor level in Microeconomic Theory. Candidates must have a proven record of excellence in research, departmental leadership, graduate teaching and supervision, and are expected to make major contributions in these areas.

The deadline for receipt of completed applications is December 1, 2005. Applicants should submit a letter of application, a curriculum vitae, and recent research papers, and arrange to have three letters of recommendation sent directly, to: Hiring, Department of Economics, Vari Hall. Tel: 416.736.5083. Fax: 416.736.5987. E-mail: hiring@dept.econ.yorku.ca

DEPARTMENT OF ENGLISH

Poetry in English from 1700

Applications are invited for a tenure-track position at the Assistant Professor level in Poetry in English from 1700. Historical and generic range within the field is of paramount importance. We recognize that no candidate can cover all of this immense field, but those with demonstrable breadth will be strongly privileged. Expertise in poetic theory is also an asset. Some evidence of success in teaching poetry to undergraduates is also a key consideration. Qualifications include a PhD or equivalent in English Literature with specialization in Poetry, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will, immediately or very soon, take charge of our second-year large-lecture introduction to Poetry course, teach upper-year courses in her/his field of specialization, and contribute to the graduate program.

Professional Writing/Rhetoric

Applications are invited for a tenure-track position at the Assistant Professor level in our new program Professional Writing/Rhetoric. Fields of specialization are open, but applicants with experience and expertise in one or more of the following areas will be privileged: publishing/editing, business and technical writing, advanced composition, "spinning" & "framing". Qualifications include a PhD or equivalent terminal degree in Professional Writing or Rhetoric or a related field (English, Communications, Journalism, Creative Writing). We particularly encourage candidates who combine practical experience with historical and theoretical scholarship, and demonstrable excellence in both teaching and research. Demonstrable ability to engage productively with the concerns of a remarkably diverse student body is a considerable asset. It is expected that the successful candidate will participate in the teaching rotation in our introductory courses, lead specialized upper-year seminars, and, either immediately or very soon, contribute to the development of a graduate program in Professional Writing/Rhetoric.

The deadline for receipt of completed applications is November 18, 2005. Applicants should submit a letter of application, a curriculum vitae, and a sample of their written work (no longer than 25 pages), and arrange to have three letters of recommendation sent directly, to: Professor Kim Ian Michasiw, Chair, Department of English. Tel: 416.736.5166. Fax: 416.736.5412. E-mail: michasiw@yorku.ca Note: E-mail applications will not be accepted.

DEPARTMENT OF GEOGRAPHY

Biogeography/Ecology

Applications are invited for a tenure-track position at the Assistant Professor level. The Department seeks a Biogeographer/Ecologist with demonstrated expertise and research interests in contemporary ecological processes. Interests in the areas of soil and vegetation dynamics and nutrient cycling processes are preferred. A PhD is required at the time of appointment, and preference will be given to applicants who are able to supervise doctoral students immediately. We seek an individual who will develop a vigorous research program in an interdisciplinary environment and can demonstrate a commitment to high-quality undergraduate and graduate teaching. The deadline for receipt of completed applications is November 4, 2005.

Remote Sensing and Geoinformatics

Applications are invited for a tenure-track position at the Assistant Professor level. We seek a specialist in Remote Sensing and Geoinformatics, with a background in Physical Geography. Preference will be given to those who take a critical approach to the use of remote sensing and geoinformatics. Remote sensing applications of particular interest to the Department relate to surface process modelling, resource analysis, and environmental change, including: snow cover and/or sea ice change; vegetation dynamics; water, river systems, floods and drought; soil and mineral resource assessment; and land cover change. However, outstanding applicants with an interest in any aspect of biophysical processes will be considered. A PhD is required at the time of appointment. Strong preference will be given to applicants who are able to supervise doctoral students in our graduate field of biophysical processes immediately. The undergraduate teaching load for this position will include courses in remote sensing, geoinformatics and physical geography. We seek an individual who will develop a vigorous research program in an interdisciplinary environment and can demonstrate a commitment to high-quality undergraduate and graduate teaching. The deadline for receipt of completed applications is January 2, 2006.

CAREERS CARRIÈRES

Urban Social Geography

Applications are invited for a tenure-track position at the Assistant Professor level in Urban Social Geography. The Department seeks a scholar engaged in critical work on the city, with expertise in diversity issues. Preference will be given to those with research interests in post-1945 Canada. Research interests in any of housing, planning, health, environment, immigration, Aboriginal peoples, LGBT communities and/or citizenship are desirable. However, the Department welcomes applications from outstanding candidates working in any area of Urban Social Geography. A PhD is required at the time of appointment, and preference will be given to applicants who are able to supervise graduate students immediately. We seek an individual who will develop a vigorous research program in an interdisciplinary environment, and can demonstrate a commitment to high-quality undergraduate and graduate teaching. The deadline for receipt of completed applications is November 4, 2005.

Applicants should submit a curriculum vitae, a statement of research interests and selected publications, and arrange to have three letters of reference sent directly, to: Professor Patricia K. Wood, Chair, Department of Geography, N418 Ross Building. Tel: 416.736.5107. Fax: 416.736.5988.

DEPARTMENT OF HISTORY

Medieval/Early Modern European History

Applications are invited for a tenure-track position at the Assistant Professor level in Medieval/Early Modern European History, with a specialization in medieval religious cultures and institutions. The candidate must be able to teach an upper-level undergraduate course in the history of Christianity through the Reformation, and the second-year survey in medieval and early modern Europe. Requirements include a completed PhD in History or an equivalent discipline, and an ongoing program of historical research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies. The deadline for receipt of completed applications is November 15, 2005.

United States History

Applications are invited for a tenure-track position at the Assistant Professor level in United States History, with a specialization in The United States in the World. Approaches to this field may include social, cultural, economic and/or gender history, as well as political history. Candidates are expected to demonstrate an ability to teach a course in The United States in the World. Required qualifications include a completed PhD in History, or an equivalent discipline, and an ongoing program of research in this area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. The deadline for receipt of completed applications is October 7, 2005.

Applicants should submit a letter of application, a curriculum vitae, and teaching dossier, and arrange to have three letters of recommendation sent directly, to: Professor Elizabeth S. Cohen, Chair, Department of History. Tel: 416.736.5123. Fax: 416.736.5836. E-mail: chairhis@yorku.ca E-mailed documents must be followed by signed hard copies sent by fax or mail.

DIVISION OF HUMANITIES

Classics (Greek Drama)

Applications are invited for a tenure-track position at the Assistant Professor level in Classics (Greek Drama). A detailed position description is available at www.yorku.ca/acadjobs

Early Christian Literature and History

Applications are invited for a tenure-track position at the Assistant Professor level in the field of Early Christian Literature and History. We seek a candidate with a completed PhD in some area of Christian Origins from the first century to the fourth, with strong competence in other aspects of that period. Graduate training in the major components of the New Testament and early non-canonical literature is crucial, as is a scholarly interest in the Jewish, Greek and Roman contexts of early Christianity. The successful candidate will show evidence of a vigorous research agenda and promise of excellence in teaching. She or he will be capable of teaching Christian Origins from an interdisciplinary perspective in York's first- and second-year Foundations program, developing upper-level courses in Christian Origins, and contributing to the teaching of ancient Greek language. The successful candidate must have the potential to undertake graduate teaching and supervision. He or she will join the Programs in Religious Studies and Classical Studies within the interdisciplinary Division of Humanities. Membership in the Centre for Jewish Studies is also possible.

The deadline for receipt of completed applications is October 31, 2005. Applicants should submit a letter of application, a curriculum vitae, and a sample of their written work (no longer than 20 pages), and arrange to have three letters of recommendation sent directly, to: Professor M. Lockshin, Acting Chair, Division of Humanities, 207 Vanier College. Tel: 416.736.5158. Fax: 416.736.5460. E-mail: lockshin@yorku.ca (E-mail applications will not be accepted).

Pre-modern Europe

Applications are invited for a tenure-track position at the Assistant Professor level in Pre-modern Europe. A detailed position description is available at www.yorku.ca/acadjobs

SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

Epidemiology of Physical Activity and Fitness

Sport/Exercise Psychology

Sociocultural Aspects of Physical Activity and Health

Athletic Therapy

Applications are invited for two tenure-track appointments at the Assistant Professor level in two of the above-mentioned areas. In the area of Epidemiology of Physical Activity and Fitness, applicants should have expertise in the epidemiology of physical activity and fitness in relation to, but not limited to areas such as: pediatrics, geriatrics, chronic diseases, obesity and physical activity quantification. In the area of Sport/Exercise Psychology, applicants should have expertise in the relationship of sport and exercise to health. In the area of Sociocultural Aspects of Physical Activity and Health, applicants should have an ability to address the field of sport, physical activity and health from one of the following disciplines: history, sociology, cultural studies and/or philosophy. In the area of Athletic Therapy, applicants must be Certified as an Athletic Therapist or Athletic Trainer. Expertise and a research program in areas such as, but not limited to biomechanical, neural, cardiovascular and musculoskeletal disorders, is desirable. Duties include undergraduate and graduate teaching, and supervision of graduate students and related research programs. The MA, M.Sc. and PhD programs cover health-related aspects of exercise physiology, psychology, biomechanics and fitness/epidemiology. A PhD and a promising publication record in refereed journals are required, as is the ability to develop a productive research program supported by external funding. Post-doctoral experience would be a definite asset. Further information about the School can be obtained at www.kinesiology.yorku.ca and www.yorku.ca/kahs

The deadline for receipt of completed applications is December 16, 2005. Applicants should submit a curriculum vitae, a covering letter stating future research goals, and three relevant reprints, and arrange to have three letters of reference sent directly, to: Dr. Roger Kelton, Chair, School of Kinesiology and Health Science. E-mail: rkelton@yorku.ca

DEPARTMENT OF LANGUAGES, LITERATURES AND LINGUISTICS

German

Applications are invited for a tenure-track position at the Assistant Professor level in German. A PhD in German language and literature or a closely related field, and experience in teaching German language courses at the university level are required. Ability to teach courses in modern German literature and an interdisciplinary course in German Studies is expected. Candidates must demonstrate scholarly contributions appropriate to the rank of Assistant Professor. It is expected that the appointed candidate will take a leading role in the administration of the language program and become involved in the work of the Canadian Centre for German and European Studies, housed at York University. Native or near-native fluency in both German and English is required. The deadline for receipt of completed applications is November 4, 2005.

Italian

Applications are invited for a tenure-track position at the Assistant Professor level in Italian. A PhD in Italian linguistics is required. Applicants will be expected to teach Italian linguistics and to be able to teach Italian language at all levels. Applicants will also be expected to contribute to the graduate program in theoretical and applied linguistics. Experience teaching courses in Italian language at the university level must be demonstrated. In-depth knowledge of L2 pedagogy, expertise in CALL/TEL, and a current record of relevant publications and conference presentations in the area of Italian language and linguistics are required. Native or near-native fluency in English and Italian is expected. The deadline for receipt of completed applications is November 25, 2005.

Spanish

Applications are invited for a tenure-track position at the Assistant Professor level in Spanish. A PhD in Spanish, with a specialization in Spanish American literature, and experience teaching Spanish language at the university level are required. Ability to teach language courses to native speakers is desirable. The successful candidate will be expected to teach an introductory Spanish literature course. A current record of relevant publications and conference presentations in the area of Spanish American literature is required, as is native or near-native fluency in both Spanish and English. The deadline for receipt of completed applications is November 25, 2005.

Applicants should submit a letter of application (listing the name, position, e-mail, address and telephone number of their referees), an up-to-date curriculum vitae, a statement of research and teaching interests, representative publications and/or teaching materials, and teaching evaluations, and arrange to have three letters of recommendation sent directly, to: Dr. Peter Avery, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross Building. Tel: 416.736.5016. Fax: 416.736.5483. E-mail: pavery@yorku.ca *Note:* E-mail applications will not be considered.

DEPARTMENT OF MATHEMATICS AND STATISTICS

Foundations of Computation or Mathematical Analysis

Applications are invited for a tenure-track appointment at the Assistant Professor level. Applications in the areas of Foundations of Computation (category theory, logic or complexity) or Mathematical Analysis will be considered. The successful candidate must have a PhD, a proven record of independent research excellence, and evidence of potential for superior teaching. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. For more information, visit www.math.yorku.ca/Hiring

Statistics

Applications are invited for a tenure-track appointment at the Assistant Professor level in Statistics. The successful candidate must have a PhD, a proven record of independent research excellence, and evidence of potential for superior teaching. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. For more information, visit www.math.yorku.ca/Hiring

The deadline for receipt of completed applications is January 16, 2006. Applicants should submit a curriculum vitae, and arrange to have three letters of recommendation (one of which should address teaching) sent directly, to: Pure Mathematics Search Committee OR Statistics Search Committee, Department of Mathematics and Statistics. Fax: 416.736.5757. E-mail: puremath.recruit@mathstat.yorku.ca OR stat.recruit@mathstat.yorku.ca

DEPARTMENT OF PHILOSOPHY

Metaphysics/Epistemology – Language and Mind

Applications are invited for two tenure-track appointments at the Assistant Professor level. Each of the successful applicants will have at least one of the following as an area of specialization: Metaphysics, Epistemology, Philosophy of Mind, Philosophy of Language. The successful candidates will have a PhD in philosophy, and demonstrated potential for excellence in research and teaching.

The deadline for receipt of completed applications is November 18, 2005. Applicants should submit a curriculum vitae, a writing sample, and a teaching portfolio (if available), and arrange to have three academic letters of reference sent directly, to: Chair, Hiring Committee, Department of Philosophy. Fax: 416.736.5114.

DEPARTMENT OF POLITICAL SCIENCE

Canadian Politics

Applications are invited for a tenure-track position at the Assistant Professor level in Canadian Politics. The Department particularly seeks a candidate who specializes in urban issues in the Canadian context. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in this area. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The deadline for receipt of completed applications is October 31, 2005.

Comparative Politics – China

Applications are invited for a tenure-track position at the Assistant Professor level in Comparative Politics with a specialization in the government and politics of China. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in this area. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The deadline for receipt of completed applications is November 15, 2005.

Comparative Politics – Latin America

Applications are invited for a tenure-track position at the Assistant Professor level in Comparative Politics with a specialization in Latin America. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in this area. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The deadline for receipt of completed applications is November 15, 2005.

International Political Economy

Applications are invited for a tenure-track position at the Assistant Professor level in International Political Economy. Required qualifications include a completed PhD in Political Science, or equivalent, and an ongoing program of research in international political economy. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in Political Science. The deadline for receipt of completed applications is October 31, 2005.

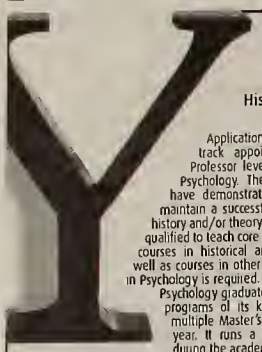
Applicants should submit a letter of application, including a curriculum vitae and teaching dossier, and arrange to have three letters of reference sent directly, to: Professor David McNally, Chair, Department of Political Science, Faculty of Arts, S669 Ross Building. Tel: 416.736.2100, x20266. Fax: 416.736.5686.

DEPARTMENT OF PSYCHOLOGY

Developmental and Cognitive Processes

Applications are invited for a tenure-track appointment at the Assistant Professor level in Developmental and Cognitive Processes. Research areas of particular interest are developmental neuropsychology, lifespan cognition, and cognition (including social cognition) in the school years. However, outstanding applicants from any area of cognitive development will be considered. Candidates will be expected to teach graduate and undergraduate courses, and maintain an active research program. A PhD in Psychology is required.

CAREERS CARRIÈRES



History and Theory of Psychology

Applications are invited for a tenure-track appointment at the Assistant Professor level in History and Theory of Psychology. The successful candidate will have demonstrated ability to develop and maintain a successful research program in the history and/or theory of the discipline, and will be qualified to teach core graduate and undergraduate courses in historical and/or theoretical topics as well as courses in other areas of psychology. A PhD in Psychology is required. York's History and Theory of Psychology graduate area is one of the premier programs of its kind in the world, granting multiple Master's and Doctoral degrees each year. It runs a monthly colloquium series during the academic year, and has strong ties to other history and philosophy of science and technology units in the University.

Systems Neuroscience

Applications are invited for a tenure-track appointment at the Assistant Professor level in Systems Neuroscience. This advertisement is primarily directed toward investigators who employ electrophysiological measurements in alert, behaving primates as a model for understanding sensory, cognitive and/or motor systems. Individuals who combine this approach with other techniques, such as brain imaging, human psychophysics, or computational modelling, are particularly encouraged to apply. Minimum qualifications: a PhD (or equivalent) and post-doctoral experience in this field. The York Brain, Behaviour and Cognitive Sciences (BBCS) research group attracts substantial external research funding and collaborates with many other Canadian and international institutions. Many BBCS laboratories are associated with The York Centre for Vision Research, one of the major centres for vision research in North America. York University has identified health research as a major focus: many BBCS laboratories are involved with this initiative.

The deadline for receipt of completed applications is December 1, 2005. Applicants should submit a curriculum vitae, a letter describing their relevant research and teaching experiences and interests, and relevant reprints, and arrange to have three letters of reference sent directly, to: Professor David Reid, Chair, Department of Psychology, 296 BSB. Tel: 416.736.5116. Fax: 416.736.5814.

DIVISION OF SOCIAL SCIENCE

Business and Society

Applications are invited for a tenure-track appointment at the Assistant Professor level in the critical interdisciplinary study of Business and Society. A PhD or equivalent is required. Applicants are expected to possess an academic background in any of a number of relevant social science disciplines or interdisciplinary fields. The field of specialization is open, but preference will be given to applicants who have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in two or more of the following areas: business and public policy; political economy; gender and business; business in the global south; corporate governance and business law; corporate social responsibility; business and the professions; and the social economy/community economic development. Ability to teach fourth-year courses in two or more of these areas would be an asset. Founded in 1999, Business and Society is a unique and innovative interdisciplinary program housed in the Division of Social Science. Its mandate is to explore alternative and broad approaches to the study of business not usually found in more conventional business programs. Members of the core faculty in the program enjoy a rich collegial environment with other faculty who participate in parallel interdisciplinary programs such as Law and Society, Labour Studies, International Development Studies, and Social and Political Thought.

Criminology

Applications are invited for a tenure-stream appointment at the Assistant Professor level in Criminology. The Division of Social Science is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs. The Division, in close collaboration with the Department of Sociology and the Law and Society Program, has established a new Criminology interdisciplinary undergraduate program, which began accepting students for an Honours BA degree in 2003. Criminology is rapidly expanding at York University and so are the opportunities for professional development in the field. Areas of specialization are open, but the successful candidate will have a strong background and interest in critical and interdisciplinary research in the field of criminology broadly defined. At the time of appointment, the successful candidate will hold a PhD in Criminology or equivalent, and will show promise of excellence in research and publication in the field of criminology. He or she must be willing to assume a leadership role in the implementation of the Criminology program, and should demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. The successful candidate will teach courses in his or her area of specialization, as well as introductory courses. The ability to teach a third-year course on the Canadian criminal justice system would be an asset. The successful candidate must be able to teach in a Graduate Program at York University.

International Development Studies and African Studies

Applications are invited for a tenure-track appointment at the Assistant Professor level in the critical and interdisciplinary programs of International Development Studies and African Studies. Applicants should hold a PhD with a specialization in the field of International Development with a focus on Africa. The successful candidate is expected to demonstrate the promise of excellence in scholarship, reflecting a comprehensive understanding of the changing development discourse. Applicants should have research and/or work experience in the developing world in general, and in Africa in particular. Although all areas of specialization will be considered, we particularly encourage applicants with expertise in the following areas to apply: feminist and gender perspectives on development; local development. The successful candidate is expected to demonstrate the promise of excellence in teaching at the undergraduate and graduate levels. She or he will teach courses in two of the Division's Interdisciplinary Programs: International Development Studies and African Studies. She or he will be expected to contribute to the development of a new graduate program in International Development Studies. Information on both programs above is available at www.arts.yorku.ca/sosc/program_index.html

Labour Studies

Applications are invited for a tenure-stream appointment at the Assistant Professor level in the Labour Studies program. The Division of Social Science is a department within the Faculty of Arts, mandated to provide interdisciplinary general-education and specialized programs to undergraduate students. A full range of degree options in Labour Studies is offered at the undergraduate level. Labour Studies may also be taken as an area of specialization within the Business and Society program. This position will interest Labour Studies specialists who are enthusiastic about undergraduate teaching, are active scholars, and are prepared to contribute to the development of Labour Studies at York. There will be opportunities to teach and supervise graduate students, and participate in the University's Centre for Research in Work and Society. The successful applicant will have a PhD or equivalent degree, successful undergraduate teaching experience related to Labour Studies (preferably interdisciplinary), and a demonstrated commitment to, and potential for excellence in research and publication in the field. Related practical experience will also be considered. Information about the Labour Studies program can be found at www.arts.yorku.ca/sosc/labour

The deadline for receipt of completed applications is October 31, 2005. Applicants should submit a curriculum vitae, a sample of their published work (which may include a dissertation chapter), and a letter of application delineating their research and teaching interests, as well as teaching evaluations, if they wish, and arrange to have three letters of reference sent directly, to: Dr. Darryl Reed, Chair, Division of Social Science, S756A Ross Building. Tel: 416.736.2100, x77812. Fax: 416.736.5574. E-mail: dreed@yorku.ca

DEPARTMENT OF SOCIOLOGY

Culture and Identities

Applications are invited for a tenure-track position at the Assistant Professor level in the area of Culture and Identities. Candidates should have a strong sociological background and expertise in the social construction and production of cultural processes and forms, including representation, regulation and transformation of cultural identities. Also desirable is an emphasis on diasporic or postcolonial perspectives, and racialization. The successful candidate will show promise of excellence in research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. At the time of application, eligible candidates must hold, or be close to completing, a PhD in sociology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

Families and Intimate Relations

Applications are invited for a tenure-track position at the Assistant Professor level in the Sociology of Families and Intimate Relations. We are seeking a candidate whose work focuses on contemporary research and theories pertaining to diverse families and forms of intimate relations. Desirable areas of specialization include: intergenerational relations, ethnicity and racialization, transnational families and intimate relations, policy and social change. The successful candidate will show promise of excellence in research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. At the time of application, eligible candidates must hold, or be close to completing, a PhD in sociology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

Quantitative Sociology

Applications are invited for a tenure-track position at the Assistant Professor level in Quantitative Sociology. We are seeking a candidate with a strong background in quantitative methods, and a program of substantive research. The successful candidate will show promise of excellence in research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. At the time of application, eligible candidates must hold, or be close to completing, a PhD in sociology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

Social Studies of Science and Technology

Applications are invited for a tenure-track position at the Assistant Professor level in the Social Studies of Science and Technology. We are seeking a candidate with a strong background in sociology, who has expertise in mainstream approaches to sci/tech studies as well as in approaches that are alternative and critical of mainstream studies (for example, feminist or postcolonial perspectives). The successful candidate will show promise of excellence in research, publications and teaching, and will be expected to offer courses as part of both the undergraduate and graduate curricula. At the time of application, eligible candidates must hold, or be close to completing, a PhD in sociology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

In recent years, the Department of Sociology has had considerable success at increasing the representation of female faculty members in the tenure stream. It is strongly committed to further extending the diversity of its faculty, and especially welcomes applications from male and female visible minority group members, Aboriginal persons, and persons with disabilities.

The deadline for receipt of completed applications is November 15, 2005. Applicants should submit a curriculum vitae, a statement of teaching and research interests, up to three samples of written work (at least one of which has sole authorship), and teaching evaluations (if available), and arrange to have three letters of reference sent directly, to: Professor Nancy Mandell, Chair, Department of Sociology, Faculty of Arts, Tel: 416.736.2100, x22559. Fax: 416.736.5730. E-mail: SociTSA@yorku.ca

SCHOOL OF WOMEN'S STUDIES

Sexualities and the Body

Applications are invited for a tenure-track appointment at the Assistant Professor level in Sexualities and the Body. The successful candidate must have a PhD in Women's Studies or a related field, and research specialization in interdisciplinary feminist scholarship on genders, bodies and sexualities, which addresses issues of diversity/intersectionality. The candidate must be prepared to teach in our undergraduate course "Introduction to Women's Studies", participate in our new undergraduate Sexualities Studies program, and contribute to graduate teaching and supervision. The School of Women's Studies is a progressive, dynamic, interdisciplinary unit bringing together all Women's Studies resources at York under one administrative structure: a vital undergraduate program integrating three faculty-based units; a new undergraduate program in Sexuality Studies; a free-standing interdisciplinary graduate program with 60 MA and 40 PhD students; the Centre for Feminist Research; the Nellie Langford Rowell Library; the community-based Bridging Program for Women; and the journal *Canadian Woman Studies/Les Cahiers de la Femme*. The School serves as an interdisciplinary, bilingual home for undergraduate and graduate students, and for faculty members involved in feminist research, scholarship and teaching.

The deadline for receipt of completed applications is December 1, 2005. Applicants should submit a curriculum vitae and relevant reprints, and arrange to have three letters of reference sent directly, to: Dr. Kathryn McPherson, Chair, School of Women's Studies, S711 Ross Building. Tel: 416.736.2100, x60544. Fax: 416.736.3900.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

CAREERS CARRIÈRES

■ **HISTORY — Simon Fraser University.** The Department of History at Simon Fraser University invites applications for a tenure track appointment in the field of 20th Century post-Ottoman Arab Middle East History. Knowledge of Arabic is required, and assets include thematic research links with members of the department. The position will begin September 1, 2006. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful candidate will teach undergraduate courses, including an introductory course on the modern Middle East, as well as graduate courses. She/he will be expected to develop a strong research programme in her/his area of specialization. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Monday, October 17, 2005. Applications should include a curriculum vitae and one or two articles or dissertation chapters in electronic form if possible. Applicants should also arrange for three letters of reference to be sent to: Dr. John Craig, Chair, Department of History, 8888 University Drive, Simon Fraser University, Burnaby, BC, V5A 1S6; Email: johnc@sfu.ca; Fax: (604) 291-5837; Website: http://www.sfu.ca/history/.

■ **HISTORY — Simon Fraser University.** The Department of History at Simon Fraser University invites applications for a tenure track appointment to teach in the Hellenic Studies program within the department. The appointment will be in the field of Byzantine History, with a specialization in the Eastern Byzantine Empire and research/teaching interests in the later (Greek) Byzantine Empire. Applicants will ideally have expertise in one or more of the following areas: the political and social transformation of the Empire; diplomatic relations with the Russian Empire, the Ottoman Empire, and/or the Western monarchies. Preferred qualifications include a completed PhD, publications, and university teaching experience. Knowledge of Greek is required. As a member of the Hellenic Studies Program, the successful candidate will develop and teach a variety of courses on Byzantium, participate in the development of online courses, and take part in Hellenic Studies outreach activities. She/he will also be expected to develop a strong research programme in her/his area of specialization. The appointment, which will begin on September 1, 2006, will be made at the Assistant Professor level at a salary that matches qualifications. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday, October 14, 2005. Applications should include a curriculum vitae and one or two articles or dissertation chapters in electronic form if possible. Applicants should also arrange for three letters of reference to be sent to: Dr. John Craig, Chair, Department of History, 8888 University Drive, Simon Fraser University, Burnaby, BC, V5A 1S6; Email: johnc@sfu.ca; FAX: (604) 291-5837; Website: http://www.sfu.ca/history/.

■ **HISTORY — University of New Brunswick.** The History Department at the University of New Brunswick in Fredericton seeks an innovative scholar and committed teacher interested in the issues of colonialism, cultural exchange, and conflict in the seventeenth to early nineteenth centuries. Some preference for this tenure-track position will be given to specialists in Colonial America and the Atlantic World, but applications from scholars addressing these issues in other contexts are also warmly encouraged. Beginning duties on July 1, 2006, the successful candidate will join a department with a climate supportive of research, a strong and vibrant graduate program and a regular teaching load typically consisting of a balance among introductory, upper-level lecture and advanced honours and graduate seminar courses. Applicants should have a completed PhD. A letter of application, curriculum vitae, supporting documents and three confidential letters of recommendation should be sent to Dr. Gary Waite, Acting Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Further details about the position may be obtained by e-mailing waite@unb.ca. The deadline for receipt of applications is: December 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **HISTORY — University of Guelph.** The University of Guelph invites applications for a tenure track position in the history of science at the rank of Assistant Professor, effective 1 July 2006. A second teachable area in History is highly desirable. Preference will be given to those applicants with a completed PhD and scholarly publications. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in graduate education through the Tri-University Graduate Program in History. Demonstrated commitment to teaching and research excellence is required. Engagement with new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked and research intensive comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr Stuart McCook, Co-Chair of the History of Science Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1, to be received before the application deadline of 15 October 2005. No applications will be received electronically. See: http://www.uoguelph.ca/history. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — York University.** Department of History (Faculty of Arts), York University, Toronto, Ontario, Canada seeks tenure-track Assistant Professor in Medieval/Early Modern European History. Field of Specialization: Medieval religious cultures and institutions. Details at http://www.yorku.ca/acadjobs/index.htm York University is an affirmative action employer.

■ **HISTORY — McGill University.** The Department of History invites applications for a tenure-track position at the rank of assistant professor in Eastern European history, effective 1 September 2006. A research specialization in the nineteenth or twentieth centuries is preferred. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The application deadline is 15 November 2005. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **HISTORY — The University of Western Ontario.** The Department of History invites applications for exceptional scholars for one (1) tenure-stream position at the Assistant Professor level in the following: United States, 19th c. HIS-US. Applicants must have a PhD in History, a strong record of scholarly publication, and some university-level teaching experience in his or her subject area. The Department is especially interested in scholars who have research and teaching strengths coincident with those of the Department: Culture and Society; Business and Economy; International Relations and Conflict; Technology, Health and the Environment. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor JJ Benjamin Forster, Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario, N6A 5C2; Tel: (519) 661-3647; Fax: (519) 661-3010. No e-mails will be accepted. Please quote the above job indicator when applying. The deadline for applications is Friday, November 25, 2005. All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISTORY (EARLY MODERN EUROPE) — University of Toronto at Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Early Modern history, Department of Humanities, University of Toronto at Scarborough (UTSC), to begin July 1, 2006. Period and specialization are open. The department particularly encourages applications from scholars whose interests transcend Europe or include European expansion, and who push beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by December 1, 2005. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTSC is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **HISTORY (EAST ASIA) — University of Toronto at Scarborough.** Applications are invited for a tenure-stream position at the rank of Associate Professor in East Asian or Chinese history, Department of Humanities, University of Toronto at Scarborough (UTSC), to begin July 1, 2006. Period and specialization are open. The department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. The candidate will also be expected to share responsibility for teaching world history at the first year level. PhD and clear evidence of excellence in teaching and research are required. Salary to be commensurate with qualifications and experience. Applicants should send a covering letter, complete curriculum vitae, one writing sample, and teaching materials to: Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Arrange to have three letters of reference sent directly to Professor Bowen. All materials should be received by November 21, 2005. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse and cosmopolitan areas in the world. UTSC is a research-intensive institution with a multicultural student body. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **HUMANITIES — York University.** The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the field of Early Christian Literature and History. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **HUMANITIES/WOMEN'S STUDIES — Brock University.** The Centre for Women's Studies at Brock University invites applicants for a probationary tenure track position at the rank of Assistant Professor, effective July 1, 2006. This position is a cross-appointment between the Centre for Women's Studies and a Department in the Faculty of Humanities. Possible areas of concentration could be in one of the following departments: Classics, English, History, Modern Languages, Literatures and Cultures or Philosophy. The appointee will be expected to teach half of her or his course load in one of those departments and half in Women's Studies. Other activities include developing an independent research program and a commitment to the Women's Studies programs and committees. The successful candidate will have a completed PhD in an area of the Humanities with a focus on Women's Studies. Demonstrated background in Feminist Theory/Methods and/or Feminist Issues (i.e. course work, dissertation topic, publications, conference presentations) a must. The successful applicant will have demonstrated successful university teaching experience (i.e. course instructor, teaching assistant). Success can be demonstrated via course evaluations, letters of reference and/or other components of a teaching dossier. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please submit a cover letter, accompanied by curriculum vitae, selected reprints of publications and three letters of reference to: Professor Mehjabeen Morrissey, Director, Centre for Women's Studies. Competition is open until position is filled; consideration begins November 24, 2005. Please note that the probationary (tenure-track) appointment is subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are especially encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **INSTRUCTIONAL TECHNOLOGY/COMPUTER EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in Instructional Technology and Computer Education at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultyopenings. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **INTERDISCIPLINARY — Malaspina University-College.** Malaspina University-College, located on beautiful Vancouver Island, invites applications from emerging researchers who wish to be considered for nomination for a Tier II Canada Research Chair. The recently formed Institute for Coastal Research (ICR), located in Malaspina's new Library, is a well-resourced vehicle for the conduct, direction and administration of research in a wide variety of coastal studies. We seek a researcher to develop the ICR to its full potential, and to lead interdisciplinary research programs with a focus on best use of coastal resources. We define "best use" as that which creates conditions for community and individual health to flourish in BC's many coastal communities, both large and small. Although we enjoy a strong Faculty of Science and Technology including several resource management programs, we are deliberately positioning the ICR as an interdisciplinary forum supporting broad-based inquiries, studies that will guide policy makers to the best, evidence-based decisions. This research will not only be cognizant of science and technology, but will also look well beyond these disciplines in seeking to transcend the polarized viewpoints that often emerge in resource discussions. The successful candidate may come from a social science or humanities background. Areas of inquiry may include the attitudes of coastal peoples toward their environment and resources, political forces influencing management decisions, economic factors in resource management policy, and others. The successful candidate will be chosen primarily on the basis of the ability to form collaborative and effective interdisciplinary teams from both faculty within Malaspina and researchers from other institutions. In bringing together diverse perspectives and segments of knowledge on coastal issues, the ideal candidate would possess strong interpersonal skills and have some experience with resolving conflicts. The anticipated research will be innovative, will involve the communities and relevant stakeholders, and will be disseminated to a wide audience. In addition to the above research activities, the candidate will be able to, and is expected to, steer the ICR to its full potential in our institution — in short,

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Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Teaching Stream Positions

Applications are invited for six teaching stream positions at the rank of Lecturer within OISE/UT's exciting and highly regarded teacher education program. These unique career opportunities are ideal for individuals committed to teacher education, school-university partnerships and advancing practice. These appointments will take effect on July 1, 2006. The positions are renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Salary is commensurate with qualifications and experience. The hiring salary for these positions will be in the $60,000 to $75,000 range. As a continuing faculty member, you will be eligible to apply for a paid Research and Study leave as per University policy.

Successful candidates will be expected to make a strong contribution to OISE/UT's teacher education program. Preferred candidates will have demonstrated excellence in teaching, experience in teacher education, leadership in school/district/provincial initiatives, and involvement in inquiry and ongoing professional growth. A master's degree is required; a doctoral degree would be an asset.

Responsibilities include: teaching courses, curriculum and program development and leadership, coordinating program options or cohorts, developing partnerships with schools and supervising practica and internships.

Each of the six positions, listed below is associated with one of OISE/UT's five academic departments. For more information about OISE/UT, its departments , and the details of these positions, please visit the OISE/UT website at http://www.oise.utoronto.ca.

Elementary Mathematics Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Elementary Social Studies Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Psychological Foundations
Department of Human Development and Applied Psychology
Chair: Professor Janet Astington

School and Society
Department of Sociology and Equity Studies in Education
Chair: Professor George Dei

Secondary Teacher Education Policies and Practices
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Special Education and Adaptive Instruction
Department of Human Development and Applied Psychology
Chair: Professor Janet Astington

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2005 to the Chairs of the respective departments, and three signed confidential letters of reference should be sent directly to the same Chair by the same date. All departments are located at OISE/UT, 252 Bloor Street West. Toronto, Ontario, M5S 1V6, Canada.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

VISIT · AVISO · ARIZA

UBC

Faculty of Science

The University of British Columbia
www.cmdr.ubc.ca/bobh

Research Associate
Microbiology & Immunology

A position is available for Research Associate in the group of Dr. Robert Hancock (www.cmdr.ubc.ca/bobh). The successful candidate will be involved with research discovering novel mechanisms of innate immunity in infectious diseases, and studying the effects of unique immunomodulatory compounds on the immunological response in host-pathogen interactions. Applicants with experience in the following areas are preferred: cell culture, transfection, viral infections and propagation, generation of recombinant adenovirus vectors, generation of monoclonal antibodies, cloning, mutagenesis, PCR, TR-PCR, protein expression in bacterial, insect and mammalian systems, FPLC, HPLC;SDS-PAGE, western blotting, immune-precipitation, ELISA. Additional skill sought include: confocal microscopy, digital imaging and fluorescence based assays, working with peptides. Applicants are required to hold a PhD in a biological science field as well as have several years of postdoctoral training.

The position is grant supported for one year with the possibility of extension for two further years contingent on grant renewal.

Please direct enquiries and applications (including CV and three referees) to:

Susan Farmer, CMDR Office
The University of British Columbia
232-2259 Lower Mall, Vancouver, BC, Canada V6T 1Z4

Email: susan.farmer@ubc.ca
Tel: (604) 827-5663
Fax: (604) 827-5566

Deadline for applications is *November 1, 2005*. Expected start date is January 1, 2006.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES

to develop a new research Institute from the ground up. For full details please check the Malaspina University-College website www.mala.ca (Employment Opportunities, Employment Postings, MFA — Academic).

■ **INTERNATIONAL DEVELOPMENT STUDIES/ AFRICAN STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a joint tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary fields of International Development Studies and African Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **ITALIAN — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in Italian at the rank of Assistant Professor. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ITALIAN STUDIES — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Languages, Literatures, and Cultures in the area of Italian and Second Language Education commencing July 1, 2006 at the rank of Assistant Professor. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2873; Fax: 519.971.3648, Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bnan Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca

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■ **KINESIOLOGY — Wilfrid Laurier University.** The Department of Kinesiology & Physical Education at Wilfrid Laurier University invites applications for two continuing, tenure track positions at the rank of Assistant Professor, subject to budgetary approval. One final position will contribute to departmental undergraduate teaching needs in health psychology and behaviour modification related to some of the following areas: exercise and physical activity, exercise adherence, nutrition and weight control, rehabilitation, chronic disease and/or its prevention, or other relevant disciplines. The second position will contribute to departmental undergraduate teaching needs in applied sport psychology. For either position, the ability to contribute to teaching research methods and courses in qualitative and/or quantitative studies would be highly advantageous. The successful candidates will be expected to contribute to the department's new MSc program in Health and Physical Activity. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Kinesiology & Physical Education is a young, dynamic department at Laurier with a strong collegial atmosphere that encourages both independent and collaborative research. For more information, visit www.wlu.ca/science/kin. Applications should be received by January 16, 2006. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have at least three letters of reference sent to Dr. Peter Tildus, Chair, Department of Kinesiology & Physical Education, Wilfrid Laurier University, Waterloo ON N2L 3C5; ptildus@wlu.ca. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration. The university is committed to employment equity and welcomes application from all qualified women and men, including persons in a visible minority, persons with disabilities and aboriginal people.

■ **KINESIOLOGY — McMaster University.** The Department of Kinesiology of McMaster University invites applications for a tenure-track appointment at the level of Assistant Professor in the area of Biomechanics. This position will be of interest to those with training in Kinesiology, Human Factors, Ergonomics, Physical Education, Engineering, or other related disciplines. The successful candidate will have a PhD by the time of appointment and will have demonstrated excellence in teaching and research. Evidence of peer-reviewed publications and the capacity to initiate and maintain an independent research program are requirements. Postdoctoral training and demonstrated success in securing research funding would be advantageous. Duties will include undergraduate and graduate teaching, and graduate supervision. Teaching competence in the areas of human factors and injury prevention/rehabilitation would be viewed favourably. The Department of Kinesiology has 21 full-time faculty members, 775 undergraduate students and 45 graduate students. We currently offer Honours BSc Kinesiology and Honours Bachelor of Kinesiology degrees, as well as both an MSc and a PhD in Human Biodynamics. The Department has a research-oriented focus and opportunities exist for both individual and collaborative research in multiple areas, including research on special populations. Applications will be received until December 16, 2005, evaluations will begin on January 2, 2006 and will continue until the position is filled. The starting date for the appointment is July 1, 2006. Applications, including a curriculum vitae, 2–3 representative publications and letters from three academic referees should be submitted to: Dr. Neil McCartney, Chair, Department of Kinesiology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1, email: mcchair@mcmaster.ca, telephone (905) 525-9140, Ext. 24469; Fax: (905) 523-6011. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **KINESIOLOGY/PSYCHOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant/Associate Professor level in the area of Social Psychology and Physical Activity. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome applications from social science applicants from all health promotion and injury/disease prevention fields such as kinesiology, social and preventive medicine, public health, behavioural medicine, social science and medicine, and ergonomics. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and it houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at: http://www.ahs.uwaterloo.ca/kin/kinhome.html Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by November 30, 2005 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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■ **LABOUR STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the Assistant Professor level in the critical interdisciplinary field of Labour Studies. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **LAW — University of Manitoba.** Faculty renewal is well underway at the University of Manitoba. As that process continues, the Faculty invites applications for a tenure-track appointment at the rank of Assistant Professor, to begin July 1st, 2006. Position #M8489. Candidates must have an advanced degree in law and either a demonstrated record of, or a strong potential for, excellence in research and teaching. The Faculty is looking for candidates who will also contribute actively to the life of the Faculty, the academic community and beyond. While the Faculty will consider all applications, it has a particular interest in hearing from those with an interest in the area of public law. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Faculty of Law at the University of Manitoba has approximately 300 undergraduate students and a small LLM program. It is also home to the Asper Chair in International Business and Trade Law and the Desautels Chair in Private Enterprise and the Law. The University of Manitoba, the Province's only medical doctoral university, has a student population of approximately 26,000. Winnipeg is the capital city in the Province of Manitoba and offers excellent cultural, sporting and recreational activities. Each application should include a current CV, a brief statement of current and prospective research interests, and information regarding teaching experience or potential. Applicants should also arrange to have three letters of reference sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is December 1st, 2005. Applications and letters of reference should be sent to: Dean Harvey Secter, Faculty of Law, University of Manitoba, Winnipeg, MB, Canada, R3T 2N2. Telephone: (204) 474-9282; Fax: (204) 474-7580; E-mail: Harvey_Secter@umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **LIBRARY — University of Windsor.** The University of Windsor's Leddy Library invites applications for a tenure-track Systems Librarian position, commencing January 1, 2006. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bnan Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

■ **LIBRARY — University of Windsor.** The University of Windsor's Leddy Library invites applications for a tenure-track Data Librarian position, commencing January 1, 2006. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Bnan Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

■ **LINGUISTICS — University of Toronto at Scarborough.** Applications are invited for a tenure-stream position at the rank of Assistant Professor in Linguistics, Department of Humanities, University of Toronto at Scarborough (UTSC), to begin July 1, 2006. Candidates must have a PhD in hand, with a specialization in the phonetics-phonology interface. A research interest and relevant background in applied linguistics (e.g., L2 phonology, sociophonetics, clinical phonology) would be an asset. In addition to undergraduate teaching, duties include graduate teaching and supervision; applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. Send a letter of application, curriculum vitae, and one writing sample to Professor William R. Bowen at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to this address. The deadline for applications is November 28, 2005. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **MANAGEMENT — University of Toronto.** The Joseph L. Rotman School of Management at the University of Toronto invites applications from qualified candidates for tenure stream or tenured positions at the rank of Assistant, Associate or Full Professors in Accounting, Finance, Marketing, Operations Management, Organizational Behaviour, and Strategic Management. One position is available at the Lecturer level in Accounting. Rank and salary will be commensurate with qualifications, teaching and practical experience. Appointments will be effective July 1, 2006. A PhD or DBA (completed or near completion) is expected for tenure-stream positions, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate level. Please send by November 25, 2005, a letter of application with curriculum vitae and the names of three references to: Dr. Peter Pauly, Associate Dean, Research and Academic Resources, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6; Fax: (416) 978-5813; E-Mail: pauly@retman.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MATHEMATICS — University of New Brunswick.** The Department of Mathematics and Statistics at UNB Fredericton has an opening at the level of Instructo. The duties of this position include: Teaching mathematics courses, principally at the first and second year levels with a normal teaching load of seven courses: three courses in each of the fall and winter terms and one in intersession; Other duties such as High School liaison activities, preparation and administration of the Placement Test administered to incoming students in September, assisting with the activities of the Math Help Centre, and development of computer laboratory and homework materials. In any year, the normal teaching load may be reduced commensurate with the level of other assigned duties. Qualifications: The successful applicant will have a minimum of an MSc in Mathematics or a related field, and relevant teaching experience. Familiarity with mathematical software such as MAPLAB would be considered an asset. The position will be full time beginning July 1, 2006. Applications should include full curriculum vitae and applicants should ask three or more referees to send letters of reference directly to the address below. The names and addresses (including phone and fax numbers and e-mail address) of the referees should be listed in the application. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Applications should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3; e-mail: dept@math.unb.ca. Fax: 506-453-4705. The deadline for receipt of applications is Tuesday, 15 November, 2005.

■ **MATHEMATICS & ENGINEERING — Queen's University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in Mathematics and Engineering to commence July 1, 2006. The appointment will be at the Assistant Professor level, but exceptional candidates may be appointed at the Associate Professor level. Salary will be commensurate with qualifications. Mathematics and Engineering is an interdisciplinary applied mathematics program. The Department has strong research groups in communications and information theory, and in control, dynamics and mechanics, and we plan to expand the faculty complement in these areas. The Department also has interests in other areas including partial or applied differential equations, large scale scientific computation, computer security, and statistical data analysis. Candidates must have a strong research record and the ability to develop an independent research programme. Candidates must have a PhD in applied mathematics, electrical, mechanical or chemical engineering, computer science, statistics or a closely related field. Membership or eligibility for membership in a Canadian professional engineering association is required, which normally requires an undergraduate engineering degree. Candidates should offer evidence of ability to provide first-rate instruction in a range of applied mathematics or statistics courses and supervise graduate students. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing strengths, and potential for collegial service. To quickly establish the research programme, the Department normally offers some teaching release in the first year of the appointment. Interested candidates should send a curriculum vitae, descriptions of teaching and research interests, at least four letters of recommendation, and copies of their three most significant publications, to the address below, before December 15, 2005. At least one letter should comment on the candidate's teaching. More details are available at http://www.mast.queensu.ca/positions/. Dr. Leslie G. Roberts, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6. Email: position@mast.queensu.ca; fax: (613) 533-2964; http://www.mast.queensu.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/eufa.

■ **MATHEMATICS & STATISTICS — Queen's University.** The Department of Mathematics and Statistics invites applications for a renewable (tenure-track) appointment at the Assistant Professor level to begin July 2006. Exceptionally qualified candidates may be appointed at the rank of Associate Professor. Salary will be commensurate with qualifications and experience. Candidates must have a PhD in pure or applied mathematics, statistics or a related area. The successful applicant must have a strong research record and have demonstrated the potential for research leadership. Candidates must have the capacity and desire to contribute to a strong graduate program and a commitment to excellence in undergraduate teaching. Applicants' research will be assessed on the way it will enhance the overall research profile of the Department. The research interests of the Department can be obtained from its website at http://www.mast.queensu.ca/. Interested candidates should arrange for a curriculum vitae, a description of research interests, up to five publications or preprints, a statement on teaching or a teaching dossier, and at least four letters of reference, one of which should comment on the candidate's teaching, to be sent to the address below by November 30, 2005. Applications will be considered until the position is filled. Dr. Leslie G. Roberts, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6. Fax: (613) 533-2964; e-mail: position@mast.queensu.ca; http://www.mast.queensu.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/eufa.

■ **MECHANICAL & MATERIALS ENGINEERING — The University of Western Ontario.** Applications are invited for a probationary tenure-track position in the area of: MicroElectroMechanical Systems (MEMS) and/or NanoElectroMechanical Systems (NEMS). This is a joint appointment between Departments of Mechanical & Materials Engineering (http://www.eng.uwo.ca/mechanical/) (home

Providence HEALTH CARE
How you want to be treated.

UBC

Director, James Hogg iCapture Centre for Cardiovascular & Pulmonary Research

An international search is being conducted for the Director of The James Hogg iCAPTURE Centre for Cardiovascular and Pulmonary Research (iCAPTURE http://www.icapture.ubc.ca/home.shtml). The Centre, whose vision is to discover innovative solutions to heart, lung and blood vessel disease, is a senate-approved centre of the University of British Columbia and one of six research foci of Providence Health Care Research Institute. Thirty-two full-time clinical and basic researchers, over 80 support staff and more than 100 undergraduate and graduate trainees of the Centre conduct biomedical and translational research in state-of-the-art facilities at St. Paul's Hospital, Vancouver, British Columbia

The search committee is seeking a confident leader with a record of accomplishments in cardiovascular or pulmonary research, and in research administration to guide the researchers of iCAPTURE during a time of significant opportunity and growth. The person appointed will be expected to develop and maintain critical links between the Centre and medical, educational and corporate groups within St. Paul's Hospital and Providence Health Care, the Faculty of Medicine and the University of British Columbia and its affiliates, across North America and internationally. Qualified applicants at M.D/Ph.D or equivalent level with a documented ability to obtain research funding, who display exceptional organizational and administrative skills, and with demonstrated experience in mentoring and training junior investigators are encouraged to apply.

Providence Health Care and the University of British Columbia hire on the basis of merit and are committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you wish to learn more about the position, please communicate with Dr. Yvonne Lefebvre, Chair of the Selection Committee (ylefebvre@providencehealth.bc.ca or 604-806-9608), or forward your CV, and a letter of application that addresses your significant research and administrative contributions, and the names of three referees, in confidence, to:

Dr. Yvonne Lefebvre, Vice-President, Research and Academic Affairs
Providence Health Care
10th floor, 1190 Hornby St., Vancouver, BC V6Z 2K5

The deadline for applications is *November 1, 2005.*

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

FACULTY OF ARTS

DEPARTMENT HEAD POSITIONS (TENURE-TRACK)
In the Department of Political Science and in the School of Journalism

TENURE-TRACK POSITIONS
In the Departments of History, Justice Studies, Psychology, and in the School of Journalism

TERM POSITIONS
In the Departments of Economics, Geography, and Religious Studies

FACULTY OF EDUCATION

TENURE-TRACK POSITIONS
In the areas of Educational Psychology (2 positions), French Immersion Education, and Reading Education

FACULTY OF ENGINEERING

TENURE-TRACK POSITIONS
In the areas of Software Systems Engineering, Industrial Systems Engineering (and/or Engineering Management), and Environmental Systems Engineering (in Infrastructure Systems Engineering)

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

department for the successful candidate) and Electrical & Computer Engineering (http://www.eng.uwo.ca/electrical/). Depending on the qualifications and experience, appointment can be at the Assistant Professor (probationary tenure track) or Associate Professor (probationary tenure track) rank. The Departments of Mechanical & Materials Engineering and Electrical & Computer Engineering are two of the four Departments in the Faculty of Engineering (http://www.eng.uwo.ca), which has over 85 faculty and 60 staff members, and a total student body that exceeds 1500 undergraduates and 400 graduate students. Situated in picturesque London, Ontario, a city with a population of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (http://communications.uwo.ca/western/about.html). Embracing this mission, Western Engineering is presently undergoing a rapid expansion (see Research Plan at: http://www.eng.uwo.ca/compendium) and exciting new opportunities are developing. We seek energetic and dynamic candidates who will be able to positively contribute to both Departments. The successful candidate will have an appropriate Ph.D. degree and will have a demonstrated outstanding record of research and publication. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with existing faculty, attract external research funding, supervise graduate students in both departments, instruct in undergraduate and graduate courses in both departments, and participate in other educational and professional activities. Candidate will be expected to participate in the normal administrative activities of the Departments. Faculty and University Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Those applying for these positions should forward curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Seres, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: cseres@eng.uwo.ca. Applications will be accepted until January 16, 2006. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MECHANICAL ENGINEERING — University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia invites applications for two tenure-track faculty positions. One position is at the Assistant Professor level and the other is at the Assistant or Associate Professor level. The starting date will be July 2006, or as soon as possible thereafter. The successful candidates will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are particularly interested in candidates with an outstanding research record in control engineering or vibration with an emphasis on the theoretical aspects of these disciplines. Candidates with exposure to the application of these techniques or with an interest in experimentation are particularly encouraged. Candidates are expected to have a strong commitment to teaching excellence. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a complete curriculum vita (indicate country of citizenship), a statement (1-2 pages) of research and teaching interests, and names and addresses (fax/email included) of four referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is October 31, 2005. Please do not forward applications by e-mail.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin January 1, 2006 or as soon as possible thereafter. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.me.uwaterloo.ca. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in thermal engineering at the assistant, associate, or full professor rank. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 110 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to thermal engineering. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4350. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of approximately 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Engaged in teaching and research activities for over 40 years, the Faculty of Science and Engineering is a progressive, dynamic environment with over 155 faculty members. Further information may be found at **www.science.yorku.ca**

Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The appointments will commence July 1, 2006. All positions at York University are subject to final budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at **www.yorku.ca/acadjobs**

Faculty of Science and Engineering

TENURE-TRACK POSITIONS

ENGINEERING

The undergraduate program in Engineering, which commenced in 2001, leads to an Honours Bachelor of Applied Science degree and currently has three streams: Computer Engineering, Geomatics Engineering, and Space Engineering. Further information may be found at **www.eng.yorku.ca/**

Geomatics Engineering

Applications are invited for one tenure-track professorial stream position, and one tenure-track alternate stream position (teaching and service, only).

Engineering Design

Applications are invited for one tenure-track professorial stream position. The area of research is open and must support the research strength already present among one (or more) of the Engineering streams.

Space Engineering

Applications are invited for one tenure-track professorial stream position, and one tenure-track alternate stream position (teaching and service, only).

Candidates must be committed to the engineering profession and enthusiastic about teaching. Positions in the professorial stream are at the Assistant Professor level. Positions in the alternate stream are at the Associate Lecturer or Senior Lecturer level.

Candidates for the professorial stream must hold a PhD degree in Engineering or related disciplines and should demonstrate commitment to the engineering profession through licensure as a P. Eng., or eligibility for licensure as a Professional Engineer in Ontario prior to the appointment date. The successful candidates in the professorial stream will be expected to develop strong, externally funded research programs, and contribute to teaching Engineering courses at the undergraduate and graduate levels. Those applying for the alternate stream must be registered Professional Engineers (P. Eng.) in Ontario. They will promote the engineering profession through undergraduate teaching and related laboratory responsibilities, as well as service.

The deadline for receipt of completed applications is November 15, 2005. Applicants should indicate the position for which they are applying, and forward a curriculum vitae, an outline of their research plans and single copies of three publications (for professorial stream positions), or their teaching dossier (for alternate stream positions), along with three signed letters of reference, to: Chair, Search Committee, Director of Engineering, Room 1012, Computer Science and Engineering Building.

SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

Applications are invited for three tenure-track appointments at the Assistant Professor level in the following three areas: 1) Musculoskeletal Biomechanics; 2) Human Nutrition; and 3) Exercise Physiology. Further information about the School and programs may be found at **www.kinesiology.yorku.ca**

Musculoskeletal Biomechanics

Applicants for the musculoskeletal biomechanics position should have a research focus in whole or lower body mechanics, with an emphasis on adaptation to musculoskeletal injury, as this would complement York's strength in upper extremity biomechanics. A secondary research focus on the control of movement would also link well with our strengths in motor control.

Human Nutrition

Applicants for the human nutrition position will have expertise in the relationship between human nutrition and physical activity in health, sport and/or work.

Exercise Physiology

Applicants for the exercise physiology position should have expertise in cardio-respiratory physiology, fitness assessment and physical activity intervention for health, sport and/or work. Applications from individuals with an interest in health and knowledge of the effects of exercise adaptations (physical activity) are particularly welcome.

Candidates will have a PhD and, preferably, postdoctoral experience and a strong research record in their field. All candidates will be expected to develop an externally funded research program, and contribute to teaching at the undergraduate and graduate levels. The present master's and doctoral programs in Kinesiology and Health Science cover health-related aspects of exercise physiology, motor control, biomechanics, psychology and fitness. All candidates must demonstrate competence in undergraduate teaching. A previous and promising publication record in refereed journals is essential. Candidates will have the ability to develop a productive research program supported by external peer-reviewed funding.

The deadline for receipt of completed applications is December 16, 2005. Applicants should send a curriculum vitae, a covering letter indicating the position of interest and stating future research goals, and three relevant reprints, and have three letters of reference sent directly, to: Chair, Search Committee, School of Kinesiology and Health Science, Faculty of Science and Engineering. E-mail: rkelton@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

CAREERS CARRIÈRES

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor level, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at http://www.eng.uwaterloo.ca/ and http://mecheng1.uwaterloo.ca/. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in live safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professional levels. Experience is desirable in the modelling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **MEDIA STUDIES — The University of Western Ontario.** The Faculty of Information and Media Studies (FIMS) at The University of Western Ontario invites applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor to begin July 1, 2006. Candidates must have a PhD completed or nearing completion in Media/Communication Studies or related area and show evidence of strong research potential and excellence in teaching. We are looking for applicants with teaching and research interests related broadly to the social implications of information and communications technologies, including one or more of the following areas: human-computer interaction; online information design, delivery, or use; media technologies; critical theories of technology; psychological, social or cultural dimensions of technology; virtual cultures and communities; issues in technological innovation and implementation. Expertise in empirical research or quantitative methods would be an asset. The normal teaching workload in FIMS is four half courses per academic year. The successful candidate will demonstrate the ability to contribute to our undergraduate program in *Media, Information and Technoculture* and have the potential to teach/supervise in the *MA/PhD program in Media Studies*, especially in the Media Technologies area of specialization. The Faculty of Information and Media Studies is a vibrant, expanding unit comprised of some 40 full-time faculty members and about 17 non-academic staff. The Faculty is dedicated to the advancement of knowledge about media, communications and information technologies. It currently offers an undergraduate program in Media, Information and Technoculture (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MA and new PhD in Media Studies. Information about the Faculty and descriptions of its courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, three letters of reference, and a cover letter outlining their interest in the position by December 15, 2005 to: Dr. Gloria Leckie, Acting Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7; Phone: (519) 661-3542; Fax: (519) 661-3506. Deadline for receipt of applications: December 15, 2005 or until position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MEDICAL PHYSICS — The University of Western Ontario.** The Department of Physics and Astronomy at The University of Western Ontario is seeking applicants for a probationary (tenure-track) position at the rank of Assistant or Associate Professor in the area of Medical Physics to begin on July 1, 2006. Appointment with tenure is possible where qualifications and experience warrant. The Department of Physics and Astronomy includes 25 faculty with research interests in the fields of condensed matter physics, astronomy, planetary science, laboratory astrophysics, and medical physics. Medical physics is a relatively new area of research within the Department. The Medical Physics group currently consists of two faculty (including one Canada Research Chair), with expertise in magnetic resonance imaging and ultrasonic imaging. The department plans for at least two hires in this area within the next four years. In addition, there is a large medical physics community in London based at the Robarts Research Institute, the Lawson Research Institute, and the London Regional Cancer Center, and several scientists from these institutions hold adjunct appointments in the Department. Candidates must have a PhD and a proven record of research in the field of medical physics. The successful candidate will be expected to establish an innovative and independent program of externally funded research involving the training of graduate and undergraduate students. Collaborations with other members of the medical physics community in London may be possible and would be encouraged. He or she will be expected to teach effectively at the undergraduate and graduate levels. Interested candidates should submit a curriculum vitae, a list of publications, a research plan, and the names and addresses of three referees, and arrange for three letters of reference to be sent directly to: Dr. John R. de Bruyn, Chair, Department of Physics and Astronomy, The University of Western Ontario, London, Ontario, N6A 3K7, Canada. The closing date for applications is December 1, 2005. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **MOLECULAR BIOLOGY & BIOCHEMISTRY — Simon Fraser University.** Simon Fraser University is in the planning stages of an integrated graduate program in infectious diseases, to be mounted jointly in the Faculty of Science and its new Faculty of Health Sciences (FHS). Two tenure-track faculty positions are available at the Assistant Professor level; one may be filled at a higher level or as a Canada Research Chair. Laboratory space in a new building under construction. Primary research expertise is sought in two areas: 1. Virology and the development of engineered viral vaccines. 2. Immunology and the development of antiviral antibody responses. Applicants should have postdoctoral experience and demonstrated research expertise. Teaching at the undergraduate and graduate levels will be expected. Primary appointments will be in the Department of Molecular Biology and Biochemistry, with joint appointments in the FHS. Applicants should submit a CV, three letters of reference, up to four representative publications, and statements of research interests/plans and teaching philosophy to: Virology/Immunology Search Committee, MBB, Simon Fraser University Burnaby, British Columbia, V5A 1S6, Canada. Review of applications will begin on Nov. 1, 2005, and will continue until the positions are filled. See the employment section of http://www.sfu.ca/mbb/ for more information. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, First Nations people, persons with disabilities, and members of visible minorities.

■ **MOLECULAR ECOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in Molecular Ecology for the Great Lakes Institute for Environmental Research (GLIER) at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Fryer, Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4; Phone: 519.253.3000, ext 2732; Fax: 519.971.3616; E-mail: bfryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877.665-6600 (toll free) or recruit@uwindsor.ca.

■ **MUSIC — The University of Western Ontario.** The Department of Music History, Don Wright Faculty of Music, The University of Western Ontario seeks a probationary (tenure-track) Assistant Professor to begin July 1, 2006 , with a specialty in Popular Music, who embraces a variety of analytical and methodological approaches in the scholarly study of popular music. The Department operates three programs involving both the creative and critical study of popular music (a new BA with a major in Popular Music Studies, a BA in Music Administrative Studies, and a BMus in Music History: Popular Music Studies) and is actively developing a collaborative graduate program in popular music and culture. The successful candidate will be expected to contribute to the undergraduate programs of the Department, teach and advise students in the MA and PhD programs, and maintain a vigorous program of research. The ability to teach songwriting/arranging and/or desktop music production may be considered an asset. This candidate will have a completed PhD by June 30, 2006. Send letters of application, curriculum vitae, three letters of reference, and two samples of scholarly work (preprints, dissertation chapters, etc.) to: Dr Robert Toft, Chair, Department of Music History, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. The application deadline is January 15, 2006 or until filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MUSIC — The University of Western Ontario.** The Department of Music Theory and Composition, Don Wright Faculty of Music, The University of Western Ontario invites applications for a tenure-track appointment in music theory at the rank of Assistant Professor, effective July 1, 2006. Applicants should have a completed PhD, with specialization in music theory, when the appointment begins. The successful candidate will demonstrate a high level of skill in teaching, and will be expected to teach a wide range of undergraduate courses (including large-enrolment courses) and graduate courses and to supervise students in the MA and PhD programs, while maintaining an active program of research. We are looking for a scholar with broad interests, versatility, and a commitment to excellence in both teaching and research. Candidates should send a letter of application which includes a statement of teaching and research interests, and curriculum vitae (with complete contact information, including phone numbers and email address) to the address below. Three confidential letters of reference should be sent under separate cover. All application materials should be sent to: Dr. Catherine Nolan, Chair, Department of Music Theory and Composition, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. For further information about the Don Wright Faculty of Music and the Department of Music Theory and Composition, please visit our web site at: http://www.music.uwo.ca/. Review of applications will begin on January 4, 2006, and continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MUSIC — The University of Western Ontario.** The Department of Music Theory and Composition, Don Wright Faculty of Music, The University of Western Ontario invites applications for a tenure track position in music composition at the rank of Assistant Professor, effective July 1, 2006. Applicants should hold a doctoral degree at the time of appointment and a significant record of compositional activity and performance. Composers evincing all styles of composition will be considered. Applicants should demonstrate a strong commitment to effective teaching and creative activity in a university environment. The successful candidate will be expected to provide instruction to undergraduate and graduate students in acoustic and electroacoustic composition, to teach undergraduate and graduate courses in music theory, to teach and supervise students in the MMus and anticipated PhD programs in composition, and to participate actively in the management of a state-of-the-art electroacoustic facility. Candidates should send a letter of application and curriculum vitae (with complete contact information, including phone numbers and email address) to the address below. Three confidential letters of reference should be sent under separate cover. Please do not send scores and recordings at this time. All application materials should be sent to: Dr. Catherina Nolan, Chair, Department of Music Theory and Composition, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. For further information about the Don Wright Faculty of Music and the Department of Music Theory and Composition, please visit our web site at: http://www.music.uwo.ca/. Review of applications will begin on January 4, 2006, and continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Department of History
University of Toronto

Tenure-Track Position in Russian History

The Department of History, University of Toronto, St. George campus, invites applications for a tenure-track position at the rank of Assistant Professor in the field of Russian History, Imperial period.

The Department intends to make an appointment for July 1, 2006, at the Assistant Professor rank.

Applicants must have a Ph.D. or be near completion and a record of excellence in teaching and research. Duties consist of research and graduate and undergraduate teaching. Salary commensurate with experience and qualifications. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus.

Applications should be sent to **Professor Lorna Jane Abray, Chair, Department of History, Sidney Smith Hall Room 2074, 100 St George St, Toronto Ontario Canada M5S 3G3.** Applications should include curriculum vitae, a letter outlining current and future research interests and discussing the contribution she/he would seek to make to the Department and University, ONE writing sample (e.g., an article offprint or conference paper), and materials relevant to teaching experience (e.g., course outlines and handouts, student survey results). Applicants should also ask three referees to write letters directly to Professor Abray. Materials must be received by **November 30, 2005.**

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including ethno-cultural, gender and women's studies, Jewish Studies, and sexual diversity studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

DALHOUSIE UNIVERSITY
Inspiring Minds

Assistant/Associate Professors School of Public Administration

The School of Public Administration at Dalhousie University invites applications for two full-time tenure track positions at the rank of Assistant or Associate Professor, effective July 1, 2006. All areas of specialization will be considered, but the preference for one position is for someone with demonstrated expertise in at least one of public finance, financial economics or public sector accounting. For the other position, preference will be given to applicants with a solid foundation in either public policy or public management.

Candidates should have a PhD (or near completion) in public administration or management, or in cognate disciplines such as economics, finance or political science. The successful candidates must have a strong commitment to research and a capacity for teaching students at the master's level in both the regular MPA program and the MPA (Management) program. The latter program is targeted towards full-time mid-career and senior civil servants. Salary is competitive and will be commensurate with academic qualifications, teaching and practical experience.

Detailed information on the School and its programs can be found on the School's website: http://spa.management.dal.ca/.

Applications should include a curriculum vitae and the names and contact information of three referees. Review of applications will begin on **October 24, 2005**, and will continue until the positions are filled. Send applications and supporting documentation to:

Dr. Fazley Siddiq, Director
School of Public Administration
Dalhousie University
Halifax, Nova Scotia B3H 3J5
E-Mail: Siddiq@dal.ca
Fax: (902) 494-7023

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

The Institute for Work & Health invites applications for the position of:

Chief Scientist

This appointment will commence in the summer/fall 2006. The Chief Scientist is the senior scientific leader at the Institute, an independent, not-for-profit research organization in Ontario, Canada that aims to reduce injury, illness and disability in the Ontario workforce. The Chief Scientist will balance the twin goals of providing stewardship of the scientific excellence of the Institute and aligning the research priorities of the Institute to the research needs of stakeholders.

Qualified candidates must have achieved senior standing in an academic or other research-intensive setting. A demonstrated aptitude and passion for providing scientific leadership in an applied, interdisciplinary research environment is required. Candidates must also have excelled in one or more disciplines relevant to the protection of worker health or the reduction of disability from work-related injury or disease.

Interested candidates should send a cover letter, CV and the names of three references prior to November 18, 2005, either electronically (mcicinelli@iwh.on.ca) or by mail, to:

Mary Cicinelli
Manager, Human Resources and Corporate Services
Institute for Work & Health
481 University Ave., Suite 800
Toronto, ON M5G 2E9

For more information on this position, please visit our web site at www.iwh.on.ca/about/chief_sci.php

INSTITUTE FOR WORK & HEALTH
INSTITUT DE RECHERCHE SUR LE TRAVAIL ET LA SANTÉ

The Institute for Work & Health was founded in 1990 and operates with the support of the Ontario Workplace Safety & Insurance Board. Guided by a Board of Directors and an international Scientific Advisory Committee, the Institute conducts research in the following areas: primary prevention interventions in the workplace; effective and efficient clinical treatment; safe and timely return-to-work for people with work-related injury and illness; labour market experiences and their health consequences; and disability compensation systems and their behavioural consequences. The Institute also supports an active knowledge transfer and exchange program, which implements interactive strategies for transferring research findings to key decision-makers.

CAREERS CARRIÈRES

■ MUSIC — **The University of Western Ontario.** The Departments of Music Education and Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario seek a Wind Ensemble Conductor. This will be a probationery tenure-track appointment at the Assistant Professor level. Appointment is effective July 1, 2006. Candidates should hold a Doctorate in Wind Conducting (DMA) or its equivelent and have a minimum of five years experience directing school and University wind ensembles and bands and teaching undergraduate music education conducting courses. The successful candidate must be prepared to demonstrate thorough knowledge of wind ensemble literature coupled with a commitment to research and to the advancement of the field. Responsibilities include coordinating band activities within the Faculty of Music, directing the Wind Ensemble, teaching undergraduate conducting or other courses within the Department of Music Education, and contributing to the graduate conducting program within the Department of Performance Studies. This may include the development of a summer conducting program for graduate credit. A letter of application, curriculum vitae, video recording featuring at least two (2) recent performances, copies of concert programs conductad, and sample course outlines and publications should ba sent to: Dr. Paul Woodford, Chair, Department of Music Education, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Threa latters of reference indicating first-hend knowledge of the candidate's teaching should be forwarded under separate cover. The application deadline is January 15, 2006. Positions are subject to budget approval. Applicants should have fluent written and orel communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ MUSIC — **The University of Western Ontario.** The Department of Music Education, Don Wright Faculty of Music, The University of Western Ontario invites applications for a tenure-track eppointment in music education research effective July 1, 2006. The appointment will be at the Assistant Professor level. Candidates should hold a PhD in Music Education and heve a minimum of five years secondary school end university teaching experienca and a significant record of schotarly achievement in linking empirical research methodology with teaching practice. Background in instrumental jazz, popular or world music pedagogy is preferred. The successful candidate will teach a combination of undergraduate foundations and practice-based courses while also teaching graduate research courses and contributing to graduate student supervision. In addition to the Bachelor of Music with Honours in Music Education degree, the Faculty of Music offers the Master of Music in Music Education and tha PhD in Music (with an emphasis in music education). The Don Wright Faculty of Music, with a student body of close to 600 undergraduate and graduate students, is one of the largest music schools in Canada and supports a wide range of studies in music education, composition, performence, history and theory. The Department of Music Education enjoys a strong national and internationel reputation for excellence and houses one of the largest, most comprehensive and well-balanced programs of its type in the country. A letter of application, curriculum vitae, end three letters of reference indicating first-hand knowledge of the candidate's teaching should be forwarded under separate cover to: Dr. Paul Woodford, Chair, Department of Music Education, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canede, N6A 3K7. The epplication deedline is February 1, 2006. Positions are subject to budget approval. Applicants should have fluent written end orel communication skills in English. All qualified candidates are encouraged to apply; however, Canadiens and permenent residents will be given priority. The University of Western Ontario is committed to employment equity end welcomes applications from all qualified women and men, including visible minorities, aboriginal people end persons with disabilities.

■ MUSIC — **University of Windsor.** The University of Windsor's School of Music invites applications for three tenure-track faculty positions in the areas of Music Therapy, Music Education, and Music commencing July 1, 2006. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sandra Curtis, Director, School of Music, University of Windsor, Windsor, Ontario, N9B 3P4, Ph: 519-253-3000 ex. 2796, Fax: 519-971-3614, email: scurtis@uwindsor.ca. For information on tha University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ MUSIC — **University of Toronto at Scarborough.** The Department of Humanities at the University of Toronto at Scarborough invites applications for a full-time position in Musicology at the rank of Assistant Professor to commence July 1, 2006. We are seeking a dynamic candidate with broad interests who specializes in one or more areas of 20thC or contemporary musical studies, including jazz, populer music, media and technology, sound and conceptual/performance art, etc. Tha successful candidate will demonstrate exceptional scholarly promise, be prepared to teach a broad ranga of courses on traditional and contemporary music for undergraduate majors and non-majors, and work creatively and imaginatively with colleagues in an interdisciplinary and collaborative Visual and Performing Arts context. Duties also include graduate teaching and supervision. Completed PhD and clear evidence of excellance in both research and teaching required. Salary commensurate with experience and qualifications. Send a letter of application, curriculum vitea, end ona writing sample to Professor William R. Bowen at the address below. Arrange for three letters of reference and graduate transcripts to be sent directly to this address. The deadline for applications is November 14, 2005. Professor William R. Bowen, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Abongnal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates era encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ MUSIC (PIANO) — **Brandon University.** Brandon University is a leader in providing high quality education to some 3000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as welf as innovatwa end award-winning outreach programs, in a personalized learning environment. The School of Music, Brandon University, invites applications for a probationary, tenure-track position in piano, especially collaborative piano (subject to budget approval). Responsibilities will includa teaching undergraduate and graduate piano students. Other duties will be assigned in areas relevant to the successful candidate's interests and expertise. Such areas may include: keyboard literature, keyboard pedagogy, music theory, vocal coaching and chamber music coaching. A completed or nearly completad docterate is preferred. Rank and Salary: commensurate with qualifications and experience: Start Date: August 1, 2006: Deadlina for Applications: December 16, 2005 or until the position is filled. Please send a letter of epplication, including a CV, CD end video/DVD and names/addresses of three references to: Dr. Glen Carruthers, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. In accordance with Canedian Immigration Regulations, tha advertisement is directed primarily te Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

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■ NANOTECHNOLOGY ENGINEERING — **University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nenoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano instruments (e.g., nenoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanometerials (e.g., nenocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, extemely-funded research programs in a research-intensiva cross-disciplinary environment. Tha departments involved in the creation of the NE program ara already homa to state-of-the-art characterization, enalysis, and synthesis research facilities including cleanroom laboratories for nanoscala structures and devices. Excellent research and teaching lab facilities ara being established across the university, including e new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description ot research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nenotechnology Engineering Program, Room DC 3726, University of Waterloo, 200 University Avenue West, Waterloo, Ontano, N2L 3G1, Canada, email: nefacultyhiring@nanotech.uwterloo.ca. With a student population of 22,000 end six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Regjon of Waterloo with a population of 500,000. The area is in tha heart of Caneda's technology triangle and enjoys one of tha fastest growths in Caneda. All qualified epplicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages epplications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates tiageting the Engineering departments ere expected to become eligible for Professional Engineering registration in Ontario.

■ NEUROBIOLOGY — **Montreal Neurological Institute, McGill University.** The Montreal Neurological Institute (MNI) of McGill University invites applications from outstanding candidates for a Research Associate position. The successful candidate will hold an MD or PhD degree in a field related to the study of clathrin-mediated vesicle trafficking in the vertebrate brain. The project is focused eround novel intaractions of the clathrin edaptor protein AP-2 and requires comprehensive skills in molecular biology, primary tissue culture of neuronal cells, immunocytochemistry, laser scanning microscopy, protein expression in prokaryotic and eukaryotic systems, subcellular fractionation procedures, and analysis of protein domains and motifs on a structural level. The successful applicant will be highly motivated and is expected to have a strong influence on tha development of the project. Salary will be commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitaa, and tha names of three references to: Dr. Peter McPherson, McGill University, Montreaf Neurological Institute, 3801 University St., Room MP042, Montreal, QC, Canade, H3A 2B4. In accordance with Canadian Immigration requirements, this edvertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received by October 31, 2005.

■ NURSING — **University of Windsor.** Tha School of Nursing at tha University of Windsor invites applications for five tenure-track faculty positions in the areas of Leadership and Management, Adult Health, Family and Community Health, Women's Health/Maternal and Child Health at the rank of Assistant Professor and a position in Adult Health at tha Associate rank, commencing July 1, 2006. For a detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Elaina Dutty, Dean, Faculty of Nursing, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4; Phone: (519) 253-3000, Ext. 2259; Fax: (519) 973-7084; Email: edutty@uwindsor.ca. For information on tha University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ NURSING — **The University of Western Ontario.** The Faculty of Health Sciences, School of Nursing at The University of Western Ontano invites applications for 1 full-time limited-term position of up to five years. This position will support year 1 coordination of the Western-Fanshawe BScN Collaborative Program. The successful candidates will be responsible for classroom, laboratory and clinical teaching, scholarly activity and service. The coordinator is also responsible for coordination of faculty hired to teach in year 1 at the Western site. The position requires at least a MScN, evidence of recent nursing practice and teaching. All applicants must be eligible for e certificate of registration with the College ot Nurses of Ontario. Tha Western-Fanshawe BScN Collaborative Program provides students with a four year integrated curricular based program. A total of 125 students are annually enrolled in year 1 of the program each September. Courses ara offered over the fall and winter semesters. The same set of courses is offered through Fanshawe College. Hence, the year 1 coordinator is expected to collaborate with Fanshawe College faculty to maintain program standards and to adhere to tha guiding principles outlined in tha collaboration agreement. The School of Nufsing is ona ot 5 schools in the research-oriented Faculty of Health Sciences. University-wida programs to enhance teaching ara offered regularly. Educational and research programs ere supported by excellent relationships with health care end community agencies. The effective date ot appointments is January 1, 2006. Interested applicants should send a curriculum vitae,

UCFV
UNIVERSITY COLLEGE of the FRASER VALLEY

The University College of the Fraser Valley has provided innovative and comprehensive educational programs for over 30 years. It is an undergraduate degree granting institution which enrols over 10,000 students each year and helps them achieve their goals. It promotes excellence in teaching and research.

HISTORY FACULTY

Posting #2005.86
Closing: December 1, 2005

The History Department anticipates a full-time faculty position in the field of Russian or German History, commencing August 1, 2006, subject to funding. The position is open to all areas of Russian or German History since the 15th century. The successful candidate will teach lower-level European History surveys and upper division courses on German or Russian History, as well as more specialized courses in his or her area of expertise.

Candidates must have a Ph.D. (or be near completion), and provide evidence of successful teaching experience and of scholarly ability. Applications should include a curriculum vitae, a statement of teaching philosophy, a summary of current and future research interest, samples of published writing, and documentation of teaching performance. Applicants should send these materials end arrange for three letters of reference to be forwarded under separate cover, quoting the appropriate posting number.

UCFV is committed to the principle of equity in employment. We invite applications including evidence of appropriate qualifications by **December 1, 2005**, referring to **Posting #2005.86**, and directed to:

Employee Services
University College of the Fraser Valley
33844 King Road, Abbotsford, BC, Canede V2S 7M8
Tel: (604) 854-4554; Fax: (604) 854-1538
Website: www.ucfv.ca
Email resumes to: erinfo@ucfv.ce

For more information about this position of the Department of History, pleese contact Dr. Slyvie Murray at (604) 557-4042 or email **Sylvie.murrey@ucfv.ce**.

In an effort to be both environmentelly end fiscelly responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

All qualified candidates are encouraged to epply; however, Canedians end permanent residents will be given priority.

University of Saskatchewan
Professor & Head
Department of Accounting
College of Commerce

The College of Commerce is seeking an exceptional candidate to head the Department of Accounting. The Head will provide leadership and support to faculty and staff serving both undergraduate and graduate students. The Department has a strong reputation in Accounting research and teaching and wishes to become even stronger through hiring additional faculty. Its undergraduate Accounting major is well respected by employers and its Master of Professional Accounting was rated A by external reviewers and has had 150–200 applicants per year for 63 seats. The Head will be a part of an energetic and forward-looking College management team.

The Head of the Department is expected to provide leadership by fostering excellence in research, teaching, professional activities, department-community relationships, and policy development in the academic disciplines within the Department. The Head will have an earned doctorate in Accounting and experience in educational contexts. The Head will be an innovative, dynamic, and energetic leader with demonstrated competence in his/her field, and with a strong record in research and teaching.

The College of Commerce has 1,600 undergraduate students and 160 graduate students. The Department has 12 tenure-track positions, with plans for more. Graduate programs in the Department include a Masters of Professional Accounting which has 130 students. The feasibility of a Ph.D. program is being explored.

Salary and rank will be commensurate with qualifications and will be made at the Full Professor rank. This is a full-time tenured position, effective July 1, 2006 or as negotiated. The initial term of Head will be for five years, subject to renewal.

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

For more information on the College of Commerce, please visit our website at http://www.commerce.usask.ca.

Please submit a letter of application, curriculum vitae, and names and addresses of at least three references by January 15, 2006.

V. Lynne Pearson, Dean
College of Commerce, University of Saskatchewan
25 College Drive, Saskatoon, SK S7N 5A7

SIMON FRASER UNIVERSITY

FACULTY POSITIONS IN BUSINESS ADMINISTRATION

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track positions at the Assistant Professor level in the following areas:

- ACCOUNTING (one position) in capital markets, financial risk assessment and/or corporate accounting and finance.
- MARKETING (two positions): 1. product development; 2. entrepreneurship.
- TECHNOLOGY AND OPERATIONS MANAGEMENT (two positions):
  1. operations management; 2. logistics and supply chain management.
- MANAGEMENT INFORMATION SYSTEMS (one position).

The successful candidates for the above mentioned positions will have demonstrated research and publication potential. At a minimum, applicants must be nearing the completion of their Ph.D. dissertation. Ability to teach at both the undergraduate and graduate levels will be an asset.

Rank for the following position: Senior Assistant or Associate level.

- ENTREPRENEURSHIP (one position).

Qualified candidates must have a Ph.D. in finance, management, marketing or a related discipline, in addition to their interest in entrepreneurship.

Simon Fraser University Business is a balanced research and teaching oriented institution with Undergraduate, Masters, Ph.D. and Executive programs. With campuses located in Burnaby, Vancouver and Surrey, B.C., Simon Fraser University offers a strong research environment in a city with unparalled lifestyle and recreational opportunities.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

START DATE: September 2006 or at a mulually agreed upon time. Send curriculum vitae (in electronic format, pdf preferred) to **busappts@sfu.ca**, and three **signed** letters of reference (pnnted) to:

Dr. Irene Gordon, Chair of the Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Drive, Burnaby
British Columbia, V5A 1S6, CANADA.

The search will close on **November 30, 2005**, or when the positions have been filled.

www.sfu.ca **www.bus.sfu.ca**

CAREERS CARRIÈRES

documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Carole Orchard, Director, School of Nursing, Faculty of Health Sciences, Room H-125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; http://www.uwo.ca/fhs/nursing. The deadline for receipt of applications is November 9, 2005. Please quote Number HS 047 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **NURSING — The University of Western Ontario.** The Faculty of Health Sciences, School of Nursing and the Bachelor of Health Sciences Program at The University of Western Ontario invite applications for 1 full time Probationary (tenure-track) faculty position. The School of Nursing and the Bachelor of Health Sciences Program are components in the research-oriented Faculty of Health Sciences. University-wide programs to enhance teaching are offered regularly. Educational and research programs are supported by excellent relationships with health care and community agencies. This is a School of Nursing and Bachelor of Health Sciences Program position for a PhD prepared (or nearing completion) nurse with an academic research focus in health promotion related to the determinants of health. The chosen individual will have an appointment between the two areas and will teach in both the School of Nursing and the Bachelor of Health Sciences Program. The successful applicant will also support teaching at the graduate level in both the School of Nursing and the new graduate program in Health and Rehabilitation Sciences. The School of Nursing has an 83-year history, and currently offers three undergraduate nursing programs leading to a BScN degree: the Western-Fanshawe Collaborative Program, the Western Compressed Time-Frame Program, and the Western Post-RN Program (via distance delivery). In addition the School is a member of the Primary Health Care Nurse Practitioner Consortium which comprises ten universities in Ontario. This latter program is in the planning stage to move to a masters degree level. In addition, the School of Nursing offers MScN and PhD programs, both offering a Health Promotion field of study. Research within the School of Nursing has a unique focus on the broad concept of empowerment as it applies to clients, students and the health system. The Bachelor of Health Science Program began in 1998 with only 150 students. Student interest has exceeded expectations. Currently, there are 1,195 students. This program is based on a holistic view of health and wellness. Its curriculum emphasizes understanding health and wellness and the changing health needs of society. An interdisciplinary Masters of Sciences (Health Sciences) graduate program is in the planning stage for implementation in the Fall of 2006. A major focus of this program is also on health promotion. Thus, the successful applicant will provide an interdisciplinary bridge between nursing and health sciences in the area of health promotion. Health promotion is a unique focus within the Faculty of Health Sciences and of value as we study population health and behaviours that reinforce adoption of healthy practices. The effective date of appointment is on or before July 1, 2006. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Carole Orchard, Director, School of Nursing, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; http://www.uwo.ca/fhs/nursing. The deadline for receipt of applications is November 10, 2005. Please quote Number HS 048 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **OPTOMETRY — University of Waterloo.** The School of Optometry at the University of Waterloo, Canada, invites nominations and applications for the position of Director of the School. Candidates are expected to have a distinguished record of teaching, professional practice and research and demonstrated ability in leadership and administration. They should also be eligible for a faculty position, normally at the level of full professor. The successful candidate will set the academic tone for the School, be responsible for the relationship between the School and the broader optometric community, and play a leading role in the academic planning and management process within the Faculty of Science. The School of Optometry, the only English language School of Optometry in Canada, has more than 90 full-time members of faculty and staff, currently accepts 75 students into the professional program annually and produces highly sought after graduates. The School is research active and attracts outstanding Canadian and international applicants to its graduate program. With more than 50 graduate students currently enrolled, the vision science graduate program is one of the largest in the world. The School is currently undergoing expansion to an admission level of 90 professional students per year. A 30,000 sq ft expansion of the School's home has recently been approved, and the School will shortly open a second primary care clinic as part of a multidisciplinary health care facility in the Waterloo region. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto. Applications and nominations should include a detailed resume, the names and contact information for three individuals willing to provide references, and a statement of capabilities and qualification. For full consideration, applications should be received by October 31, 2005. Send applications or nominations to: Professor D. George Dixon, Dean, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including members of visible minorities, native people and persons with disabilities. Phone: (519) 888-4567 ext: 2531; Fax: (519) 746-2543; Email: hweber@uwaterloo.ca.

■ **ORGANIZATIONAL BEHAVIOUR — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting for a tenure-stream position at the Assistant Professor level in Organizational Behaviour, Human Resource Management. Duties include undergraduate teaching at the University of Toronto at Scarborough and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2006. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4. (only hard-copy applications will be accepted). The deadline for applications is October 31, 2005. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Toronto at Scarborough.** The Department of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach Organizational Behaviour (micro, macro, management skills). Duties also include participating in the governance of the Department of Management, and a requirement to do pedagogical research. Candidates should have at least a PhD degree in a related area (OB, HRM, I/O Psychology) and provide evidence of excellence in teaching. The position is initially for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer may take place in the fifth year. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (only hard-copy applications will be accepted). The deadline for applications is October 31, 2005. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **ORGANIZATIONAL BEHAVIOUR — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level in Organizational Behaviour. We seek an individual with a PhD in Organizational Behaviour, Social Psychology, Industrial/Organizational Psychology, Sociology or related field, who is capable of research, teaching and graduate student supervision related to behaviour in organizations. Experimental or empirical researchers with a strong theoretical foundation and broad research interests are preferred. The Department of Management Sciences is an interdisciplinary group of researchers in the Behavioural Sciences, Economics, Information Systems, and Operations Research located within the Faculty of Engineering. The Department encourages collaboration across disciplines and with colleagues from other departments at the University of Waterloo. Current research by faculty members in Organizational Behaviour ranges from experimental work on decision making, knowledge representation and problem solving, to field studies of organizational innovation, technological change and the implications of information technology in organizations. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/ UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from women, members of visible minorities, native people, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be evaluated as they are received, and will be accepted until the position is filled. Please direct e-mailed applications to: Inquiries@manager.uwaterloo.ca.

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■ **PHILOSOPHY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Philosophy in the area of Informal Logic/Argumentation Theory or Social and Political Philosophy at the rank of Professor or Associate Professor commencing July 1, 2006. The advertisement deadline date is November 15, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Jeff Noonan, Acting Head, Department of Philosophy, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2317; Fax: 519-971-3683, Email: philos@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6500 (toll free) or recruit@uwindsor.ca.

■ **PHILOSOPHY — The University of Western Ontario.** The Department of Philosophy invites applications for one probationary (i.e., tenure-track) faculty position at the rank of Assistant Professor (PhD required at time of appointment) to begin July 1, 2006. AOS: ethics (broadly construed so as to include feminist and historical approaches to moral theory). The successful candidate's research area will complement those of current faculty members working in the field of moral, political, and legal philosophy. We are looking for experience in teaching and research and work which shows promise of research excellence. Enthusiasm for, and experience in, teaching is an asset, as is the ability to teach large classes, especially in the area of applied ethics. Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to: Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7; Fax: (519) 661-3922. Applications must be received by November 11, 2005. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHILOSOPHY — University of British Columbia.** Department of Philosophy. Rank: Open. AOS: Ethics, or Social and Political Philosophy (contemporary or historical). Start date: 1 July 2006. Application deadline: 10 November 2005. Normal teaching load is 2/2, graduate and undergraduate. This tenure-track position is subject to final budgetary approval. Salary is commensurate with qualifications and experience. Junior Candidates: Preference will be given to candidates who have their PhD in hand by the start date. Outstanding research and teaching potential are necessary qualifications for this position. Junior candidates should send full dossiers, including a CV, three confidential letters of reference, and a sample of written research. Senior candidates: Outstanding records of both research and teaching are necessary qualifications for this position. Senior candidates should send a letter of application, a CV, and names of three references. Send applications to Ethics Search, Department of Philosophy, University of British Columbia, Vancouver, BC, V6T 1Z1, Canada. Inquiries may be addressed to Professor Margaret Schabas, Head of Department, at schabas@interchange.ubc.ca. Interviews will be held at the APA Eastern Division Meeting in December. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ **PHILOSOPHY — University of British Columbia.** Department of Philosophy. Rank: Open. AOS: a core area of analytic philosophy (Metaphysics, Epistemology, Mind, Language, or Logic). Start date: 1 July 2006. Normal teaching load is 2/2, graduate and undergraduate. Application deadline: 10 November 2005. This tenure-track position is subject to final budgetary approval. Salary is commensurate with qualifications and experience. Junior Candidates: Preference will be given to candidates who have their PhD in hand by the start date. Outstanding research and teaching potential are necessary qualifications for this position. Junior candidates should send full dossiers, including a CV, three confidential letters of reference, and a sample of written research. Senior candidates: Outstanding records of both research and teaching are necessary qualifications for this position. Senior candidates should send a letter of application, a CV, and names of three references. Send applications to Core Area Search Department of Philosophy, University of British Columbia, Vancouver, BC, V6T 1Z1, Canada. Inquiries may be addressed to Professor Margaret Schabas, Head of Department, at schabas@interchange.ubc.ca. Interviews will be held at the APA Eastern Division Meeting in December. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ **PHILOSOPHY — University of Alberta.** The Department of Philosophy, University of Alberta, invites applications for a tenure-track position in Philosophy, with the areas of specialization and teaching competence open. The appointment will be made at the rank of Assistant Professor, effective July 1, 2006. Responsibilities include undergraduate and graduate teaching and maintaining an active research programme. Tenure stream faculty normally teach four one term courses per year. Candidates should hold a PhD in Philosophy and provide evidence of scholarly and teaching excellence. Salary is commensurate with qualifications and experience, and the benefit package is comprehensive. Applicants should arrange to send a letter of application describing areas of research interest, curriculum vitae, all university transcripts, a sample of written work, letters from three referees, and, if available, a teaching dossier and teaching evaluations to Bruce Hunter, Chair, Department of Philosophy, University of Alberta, Edmonton,

FACULTY OF ARTS

Faculty Positions Available

The **Faculty of Arts** at the **University of Regina** invites applications for the following **tenure track** appointments with a commencement date of 1 July 2006:

Department of HISTORY

The successful candidate will have expertise in post-medieval British history and will be expected to teach survey courses in English/British history as well as thematic courses at the senior level. Candidates with a strong secondary field of expertise, such as – but not limited to – gender studies, urban studies, literature and history, or historiography, will be advantaged.

School of JOURNALISM

As it marks its 25th anniversary as the first degree-granting journalism program in Western Canada, the School is searching for an outstanding candidate to lead a team of teachers and researchers who will inspire a new generation of journalists. Candidates for the position of **Department Head** should hold an advanced degree in journalism or other disciplines such as political science, media, cultural and literary studies.

The School also invites applications for a position of Assistant Professor. The successful candidate will have substantial professional experience in the areas of broadcast news and current affairs. Characterized by a progressive approach to journalism as a discipline of public enquiry, she/he will teach the core courses of the program and will conduct and publish research consistent with the academic objectives of a School of Journalism within a university setting.

Expertise in one or more of the following areas is an asset: social justice, international development, environmental politics, Indigenous culture, community media.

Department of JUSTICE STUDIES

The successful candidate will have expertise in how the law, jurisprudence, and justice-related professional practice can promote social equality, human rights, and restorative and transformative approaches in criminal justice matters. He/she will teach at the undergraduate and graduate levels in the areas of criminal and restorative justice, Canadian and international law, social justice, and human rights

Department of POLITICAL SCIENCE

For the position of **Department Head**, we seek a political scientist with a distinguished research record, evidence of successful administrative experience, strong interpersonal skills, and a commitment to diversity and collegial leadership. The Head will be expected to provide leadership and advocacy for the department's undergraduate and graduate programs and for its research and scholarship.

Department of PSYCHOLOGY

Duties of the successful candidate include teaching undergraduate and graduate courses in biological foundations of behaviour and human **neuropsychology/neuroscience**, supervision of undergraduate and graduate theses, and participation in departmental activities. The department has a strong graduate program in experimental and applied psychology, including cognitive, developmental, forensic, social, and theoretical psychology, as well as neuroscience

Applications are also invited for the following TERM positions:

Department of ECONOMICS

The Department invites applications for a position at the rank of **Lecturer**, commencing 1 January 2006. Applicants should have at least a master's degree in economics or equivalent qualifications, and show evidence of strong teaching skills. Duties of the successful candidate include teaching introductory microeconomics and/or macroeconomics as well as more specialized undergraduate or master's-level courses

Department of GEOGRAPHY

This position at the rank of **Assistant Professor**, commencing 1 July 2006, involves teaching introductory physical geography, environmental issues, and hydrology. The successful candidate will therefore have expertise in physical geography, and solid competence in environmental sciences or/and water management and hydrology. We are especially interested in those able to teach across broad areas of physical geography at the first- and second-year levels, and who are committed to field-based teaching at all levels.

Department of RELIGIOUS STUDIES

The Department of Religious Studies invites applications for a term faculty position, commencing 1 July 2006, at the rank of **Assistant Professor**. Duties of the successful candidate include teaching in the area of Buddhist studies as well as introductory courses, research, and participation in departmental activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

For complete posting descriptions and application deadlines please visit our website below.

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/arts/employment/current_positions.html

ASSISTANT PROFESSORS SCHOOL OF FINE ART & MUSIC

The School of Fine Art and Music at the University of Guelph invites applications for the following tenure-track faculty positions commencing July 1, 2006.

Renaissance/Baroque Art History

Tenure-track position in Renaissance/Baroque Art History at the Assistant Professor level, commencing July 1, 2006. Teaching responsibilities will comprise courses at all undergraduate levels, including a component of the introductory survey and courses on European art in the Renaissance/Baroque periods. In addition they must be prepared to actively participate in the future development of the art history program. Candidates should hold a completed Ph.D. in Art History by August 2006, have teaching experience at the post-secondary level, and have a demonstrated ability to conduct and disseminate innovative research.

20th Century North American Art History

Tenure-track position in 20th Century North American Art History at the Assistant Professor level, commencing July 1, 2006. Teaching responsibilities will comprise courses at all undergraduate levels, including a component of the introductory survey. In addition they must be prepared to work with M.F.A. students and actively participate in the future development of the art history program. Candidates should hold a completed Ph.D by August 2006, have teaching experience at the post-secondary level, and have a demonstrated ability to conduct and disseminate innovative research.

* * *

A complete application will include a current curriculum vitae, email address, statement of research and teaching interests, and samples of publications. Applicants should arrange to have three confidential letters of reference sent to: **Professor John D. Kissick, Director, School of Fine Art and Music, University of Guelph, Guelph, ON N1G 2W1, Canada.** Application Deadline: **December 1, 2005**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority.

UNIVERSITY of GUELPH

CAREERS CARRIÈRES

Alberta, Canada, T6G 2E5. Closing date: November 25, 2005. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified men and women, including persons with disabilities, members of visible minorities, and Aboriginal persons. For further information concerning the Department, please consult http://www.ualaweb.ualberta.ca/philosophy/.

■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for a tenure-track position at the rank of Assistant Professor or possibly at the rank of Associate Professor for a suitably qualified candidate. Applicants are expected to have completed a PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The AOS is open, with preference for Ethics or Metaphysics and Epistemology (particularly in Philosophy of Mind, Science, Logic and Language). The position will commence on September 1, 2006. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department at Waterloo is 2/2. The closing date for applications is November 30, 2005. Send a curriculum vitae, and a writing sample, and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue, W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for an open rank position in Metaphysics and Epistemology, with particular interest in Philosophy of Mind, Science, Logic and Language. Junior applicants are expected to have completed a PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The position will commence on September 1, 2006. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department at Waterloo is 2/2. The closing date for applications is November 30, 2005. Send a curriculum vitae, and a writing sample, and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue, W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

■ **PHILOSOPHY — York University.** The Faculty of Arts has two assistant professor positions, beginning July 1, 2006. 5 courses per year including undergraduate and graduate teaching. AOS: at least one of Metaphysics, Epistemology, Philosophy of Mind, Philosophy of Language. Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416 736 5713. Please send complete dossier to: Chair, Hiring Committee, Department of Philosophy, York University, 4700 Keele St., Toronto, Ontario, M3J 1P3, Canada. Deadline of Applications: November 18, 2005.

■ **PHILOSOPHY — University of Toronto.** Applications are invited for a tenured position at the rank of Associate or Full Professor in the Department of Philosophy at the St. George (downtown) campus of the University of Toronto, to begin July 1, 2006. AOS: 20th-century continental philosophy, with a particular emphasis on the phenomenological tradition. Salary commensurate with qualifications. PhD and evidence of excellence in research and teaching is required. The University of Toronto Department of Philosophy is a three-campus graduate department, consisting of all philosophy faculty appointed to the St. George, Mississauga, and Scarborough campuses. Faculty carry out their undergraduate duties at the campus to which they are appointed; graduate teaching and supervision typically take place on the St. George campus. Additional information on the graduate department and on the St. George undergraduate philosophy can be found at www.philosophy.utoronto.ca. Send CV, writing sample, teaching materials, and the names of at least three references to: Continental Search, Department of Philosophy, University of Toronto, 215 Huron St., 9th Floor, Toronto, Ontario, M5S 1A2, Canada. We will start considering applications on November 15, 2005, and continue until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach, and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **PHILOSOPHY/WOMEN'S STUDIES — University of Waterloo.** The Department of Philosophy and the Women's Studies Program at the University of Waterloo invite applications for a tenured or tenure-track joint appointment, rank open, beginning 1 July 2006. A PhD in Women's Studies or Philosophy, with a clear emphasis on a program of research, and experience in teaching feminist philosophy and interdisciplinary approaches to women's studies at the undergraduate level, are required. Candidates should be prepared to serve as Director of Women's Studies. Interested persons are invited to view the programs' websites at: www.adm.uwaterloo.ca/interdis/womstu and www.philosophy.uwaterloo.ca. Applicants will demonstrate ability to teach some of the required courses in Women's Studies. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have willlestablished research programs. The successful applicant will be expected to develop a continuing research program, and to seek external research funding. New faculty are eligible for funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their research (preferably published), and a current CV. Applicants should also arrange for three confidential letters of reference to be forwarded to: Ms. Mary Clare, Secretary to the Joint Phil./WS Appointment Committee, PAS Building, Room 3009, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. The review of applications will begin November 1, 2005. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

■ **PHYSICAL THERAPY — Queen's University.** Applications are invited for a tenure stream position, (Assistant Prof.), Physical Therapy (PT) Program as of July 1/06. The successful candidate will have a PT degree, doctoral degree and demonstrated potential to establish independent research program. Responsibilities include teaching in the entry level PT and the research graduate programs and contributing to the research agenda of the School. Candidates must be able to teach the musculoskeletal component in entry-level and research graduate programs. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University posted at: http://www.queensu.ca/qufa [reference: CA Article 25.7.6.1 (a)] Submit applications including a CV and 3 referees to: S. J. Olney, PhD, Associate Dean (Health Sciences), School of Rehabilitation Therapy, Queen's University, Kingston, ON, K7L 3N6 Tel: 613-533-6402 Fax: 613-533-6776. Applications will be accepted until December 31, 2005 or until the position is filled

■ **PHYSICAL THERAPY — University of Saskatchewan.** The School of Physical Therapy offers a BScPT degree, currently enrolling 30 students per year. A new Masters of Physical Therapy program has been proposed and if approved would replace the BScPT program in 2007. Research areas in the School include: osteoporosis, fibromyalgia, exercise management in chronic diseases, physical activity in older adults, parkinson's disease and outcome measures. The School supports a variety of initiatives related to interprofessional education at undergraduate and graduate levels. Applications are invited for a full-time tenure-track position in Physical Therapy to commence January 1/2006. Applicants must be eligible for licensure in the Saskatchewan College of Physical Therapists, and must hold a PhD or equivalent doctoral degree. Candidates must have a commitment to teaching and research. Preference will be given to candidates with clinical and research expertise in cardio-respiratory physical therapy. The successful candidate will be expected to teach courses in the physical therapy program, to supervise graduate students (as required) and to conduct research. Candidates should send a curriculum vitae, a statement of teaching and research interests, examples of publications, and the names of three references to: Dr. E. Harrison, Associate Dean, Chair, Search Committee, School of Physical Therapy, 1121 College Drive, Saskatoon, Sk, S7N 0W3; Tel: (306) 966-6579; Fax: (306) 966-6575; e-mail: Harrison@usask.ca. The closing date for applications is Nov 15/2005. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising. Applications are invited from qualified individuals regardless of their immigration status in Canada. Further information about the School and its programs are available on our Web site (www.usask.ca/physther).

■ **PHYSICS — Baycrest Centre for Geriatric Care.** Baycrest Centre invites applications for an fMRI physicist position. The successful candidate will engage in a research program on the development and application of MRI techniques for neuroscience research. Emphasis will be on collaborative studies of human cognition and neurological disorders in association with scientists at the Rotman Research Institute, and Sunnybrook and Women's Health Sciences Centre. The candidate must possess a PhD and possibly an MD or equivalent and demonstrated experience in fMRI. The successful candidate will play a central role in the coordination and operation of this new Siemens 3T MRI imaging facility that is currently being installed in Baycrest. Applications are encouraged from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents. Applicants should submit a covering letter describing current research interests and future research goals, a complete CV, relevant reprints and the names of three potential references to: Anthony R. McIntosh, PhD, Assistant Director, The Rotman Research Institute, Baycrest Centre for Geriatric Care, 3560 Bathurst St. Toronto, Ontario, M6A 2E1. Tel (416) 785-2500, ext 2941; Fax (416) 785-2474; E-mail: rmcintosh@rotman-baycrest.on.ca Deadline: November 1, 2005.

■ **PHYSICS — University of Waterloo.** As part of its ongoing expansion in astrophysics and cosmology, the Department of Physics of the University of Waterloo, invites applicants for one or two positions at the Assistant (tenure-track), Associate, or Full Professor level. The successful candidate will overlap or complement the strengths of the astrophysics group in star formation, extragalactic astrophysics, and cosmology. The position is open to theorists, particularly those with strengths in computational astrophysics, as well as observers, particularly those involved in instrumentation. The Astrophysics and Gravitation Group at Waterloo consists of 10 faculty members. The University of Waterloo is a member of the SHARCNET consortium for High Performance Computing; faculty members have full access to SHARCNET facilities, which will include several machines in the top 100 list. We also maintain close contacts with the Perimeter Institute for Theoretical Physics. More information about the Physics Department and about the Astrophysics and Gravitation Group can be found at http://www.science.uwaterloo.ca/physics and http://astro.uwaterloo.ca, respectively. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be sent by email to search@astro.uwaterloo.ca or if this is inconvenient they should be addressed to the Astrophysics Faculty Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567 Ext. 6831. Applications received by December 1, 2005 will be given first consideration, however all applications will be considered until the position is filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered if any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in condensed matter physics, with an emphasis in the area of strongly correlated systems. We are particularly interested in experimentalists that use spectroscopic techniques (NMR, Raman, muSR, neutron, ARPES and inelastic X-ray) as well as theorists with a computational approach to strongly correlated systems. Further information about the Department can be found on our WEB page: http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by November 20, 2005 and addressed to Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **PHYSICS & ATMOSPHERIC SCIENCE — Dalhousie University.** The Department of Physics & Atmospheric Science, Dalhousie University invites applications from outstanding candidates for a tenure-track faculty position, beginning July 1, 2006. The successful candidate will have a PhD, a strong background in physics, demonstrated research excellence in medical or biological physics, and the ability to teach effectively. Ideal candidates would demonstrate strong funding potential from CIHR, CFI, industry, and NSERC. The focus of the search is medical physics, with emphasis on imaging. However, our priority is excellence and all researchers in medical or biological physics are encouraged to apply and will be seriously considered. Our Department (see www.physics.dal.ca) is vibrant and research-intensive with an emphasis on materials science, medical and biological physics, and atmospheric science. Our many new faculty members have all obtained significant CFI and NSERC funding to support their research programmes. We have strong links with local research hospitals and the NRC Institute for Biodiagnostics (Atlantic), both of which have world-class medical research facilities that include high-field MRI. Dalhousie, with 17,000 students (3,800 graduate), is a major research and teaching university with an excellent Faculty of Medicine. Halifax is the largest city in Atlantic Canada, is on the coast, and offers an outstanding quality of life. Applicants should submit a current CV and statements of both proposed research directions and teaching interests, and should arrange for at least three letters of reference to be sent to us. The review process will begin January 3, 2006 but applications will be accepted until the position is filled. For specific inquiries phone 902-494-6852 or email physics@dal.ca. Please send application materials to: Chair of the Search Committee, Department of Physics and Atmospheric Science, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5, fax 902-494-5191. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PHYSICS/CHEMISTRY — University of Waterloo.** The Department of Chemistry and the Department of Physics at the University of Waterloo are seeking to nominate a candidate for a Natural Science and Engineering Research Council (NSERC) University Faculty Award (UFA) in the Fall 2005 competition. NSERC UFA's can only be held by women and aboriginal people in science and engineering. A successful candidate will be appointed as a regular tenure-track faculty member at the Assistant Professor level in both Departments, starting September 1, 2006. Applicants whose research lies on the interface between chemistry and physics will be considered. Applicants should have a PhD degree and will normally have postdoctoral experience. The candidates will be expected to develop an innovative, externally-funded research program as well as an excellent teaching record at both the undergraduate and graduate levels. Inquiries and applications should be directed to: Chemistry-Physics UFA Search, Department of Chemistry, University of Waterloo, 200 University Avenue West, Waterloo, ON, N2L 3G1, Canada. Applicants should submit a complete curriculum vitae, a re-

WILFRID LAURIER UNIVERSITY

Dean, Faculty of Social Work

Wilfrid Laurier University invites nominations and expressions of interest for the position of Dean of the Faculty of Social Work.

Founded in 1911, Laurier is a premier university, renowned for attracting high calibre students and for innovation. It offers a sense of community second to none and a unique, interdisciplinary approach to learning that allows students to combine majors in completely different fields. The University provides undergraduate programs to some 10500 full-time and 1600 part-time students, and graduate programs to some 500 full-time and 500 part-time students. It is organized into six Faculties and has joint programs with The University of Waterloo and Guelph University, and a thriving Brantford campus. For further information about the University, please visit the website at www.wlu.ca.

Exclusively a graduate Faculty with 18 fulltime members, Social Work offers several full and part-time Master of Social Work programs and a PhD degree, and it is widely recognized for its many achievements. The Faculty has received the maximum seven-year accreditation on three successive reviews of its MSW program by the Canadian Association of Schools of Social Work (CASSW) in part because it places high emphasis on practice, research and commitment to students. The program is geared toward training students in advanced practice in Individuals, Families and Groups and advanced practice in Community, Policy, Planning and Organizations. An international practicum program, involving agreements of co-operation and placement projects with many universities around the world, opens further avenues of learning in social work. Since the PhD program began in 1987, 35 doctoral degrees have been awarded. Graduates are employed in a variety of professional capacities in university teaching positions; as executive directors of social service agencies, public service, consulting, and research in the private sector. The Faculty will move to a new building in July 2006 as a result of successful fundraising, and it will be named the Lyle S. Hallman Faculty of Social Work.

Reporting to the Vice-President: Academic, the Dean will be an exemplary leader with a strong commitment to serving the needs of students, promoting research and advancing the Faculty overall. He/she will possess an open and collegial style; outstanding management, communication and interpersonal skills; an excellent scholarly and professional record, a creative approach to problem solving; the ability to inspire a dedicated faculty and staff; and the capacity to build and sustain positive work relationships with internal and external constituents. Experience or enthusiasm for advancement would also be an asset.

Wilfrid Laurier University is committed to equity and values diversity. They welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The Search Committee will begin the review of applications in October 2005 with the appointment of the successful candidate to take effect on July 1, 2006. Applications, including a curriculum vitae, a letter of introduction and the names of five references (who will not be contacted without the consent of the candidate), should be submitted in confidence to:

Laverne Smith & Associates Inc.
1 Yonge Street, Suite 1801
Toronto, ON M5E 1W7
resumes@lavernesmith.com

Laverne Smith & Associates Inc. LAVERNE www.lavernesmith.com

CAREERS CARRIÈRES

search proposal (maximum 5 pages in length), and arrange for three letters of recommendation from professional referees to arrive before October 15, 2005. Additional information concerning the Department of Chemistry and the Department of Physics can be found at: http://science.uwaterloo.ca/chemistry; http://science.uwaterloo.ca/physics. In accordance with UFA requirements, this position is available only to Canadian citizens and permanent residents of Canada.

■ **PLANNING (URBAN OESIGN) — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will: teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the latter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; mahaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PLANT ECOLOGY — University of Toronto.** The Department of Botany at the University of Toronto invites applications for a tenure-track faculty position at the Assistant Professor level in the area of Plant Ecology to begin July 1, 2006. Specialists in all areas of plant ecology are encouraged to apply. Applicants who are using, or will develop, experimental approaches to understanding ecological pattern and process will be given priority. The successful candidate will have demonstrated excellence in teaching and research and will be expected to participate in undergraduate and graduate teaching of ecology, plant biology and field courses at the University of Toronto. She or he would also be expected to interact with faculty across campus working in related fields. Salary to be commensurate with qualifications and experience. Applicants should arrange to have four reference letters sent directly to the address below. In addition, applicants should forward their curriculum vitae, copies of significant publications, and statements of research and teaching interests to the Chair, Plant Ecology Search Committee, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, ON, M5S 3B2, Canada, before October 24, 2005. Inquiries should be directed to Dr. Rowan Sage at Rsage@botany.utoronto.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **POLITICAL SCIENCE — The University of Western Ontario.** The Department of Political Science invites applications for a probationary (tenure-track) position in political theory to commence July 1, 2006. Preference will be given to candidates who can teach perspectives in political theory such as feminist thought and/or postmodern and critical theory, and who do research from these perspectives. It would be an advantage as well to be interested in areas such as gender, citizenship, and justice. Applicants must have a PhD; a record of publication, and teaching experience, are highly desirable. Rank will be at the level of an Assistant Professor. If qualifications and experience warrant a higher rank, the appointment may be made at the rank of Associate Professor or Professor with tenure. Those interested in applying for this position should forward a curriculum vitae together with the names and addresses (including e-mail addresses) of only three referees to: Dr. Donald Abelson, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON, N6A 5C2. We also welcome e-mail submissions, to be sent to the address: polisci-recruitment@ uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Deadline for receipt of applications: December 1, 2005.

■ **POLITICAL SCIENCE — University of Alberta.** The Department of Political Science in conjunction with the Interdisciplinary Program in Middle Eastern and African Studies in the Faculty of Arts at the University of Alberta invite applications for a tenure-track position as Assistant Professor. To fill this position, we are looking for a candidate in Comparative Politics (Middle East). Arabic language skills and scholarly familiarity with Islamic Politics are preferred. Qualified candidates should hold a degree and demonstrate outstanding potential for a research career. Responsibilities will include teaching in both undergraduate and graduate student programs, and developing and maintaining an active research program. Besides teaching and administrative duties in the Department of Political Science, the successful candidate will also have teaching and administrative duties in the Middle Eastern and African Studies Program (http://www.uofaweb.ualberta.ca/mesa) and will be expected to participate in the activities of that program, to which they will be jointly appointed. The Department of Political Science currently has 23 full-time continuing faculty members. With one of Canada's strongest undergraduate/honours programs, it is the only Canadian department to offer an undergraduate Certificate in Globalization and Governance for Political Science majors and minors. The Department's comprehensive MA and PhD programs are supported by two Canada Research Chairs, experienced supervisors and active faculty researchers. Both graduate and undergraduate programs are characterized by strong teaching, and the Department's academic environment promotes cutting-edge research and prepares students for a wide variety of academic, public and private sector careers. The Department has experienced substantial change in recent years. One third of the faculty have joined the Department since 1997; they are a new generation of scholars who have widened and deepened the Department's pluralism. The Department's enduring strengths in Canadian, comparative and international politics, and political philosophy have been enriched, while newer areas of gender and politics, public policy and social movement theory, globalization and international political economy, North American Studies, aboriginal politics, identity, citizenship and migration politics and political ecology have emerged. For further information, consult the Department website: (http://www.uofaweb.ualberta.ca/polisci/). Established in 1908 as a board-governed, public institution, the University of Alberta has earned the reputation of being one of the best universities in Canada based on our strengths in teaching, research, and services. The University of Alberta serves over 36,000 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest research and teaching centres in western Canada (www.arts.ualberta.ca). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolitan area is the sixth largest in the country with a population of approximately one million (www.edmonton.ca). Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of publications, and, if available, a teaching dossier and evaluations of teaching performance to: Dr. Fred Judson, Chair, Department of Political Science, Tory 10-16, University of Alberta, Edmonton, Alberta, T6G 2H4. Applicants must also arrange for three letters of reference to be sent to the Chair. Closing Date: December 1, 2005. The effective date of employment will be July 1, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **POLITICAL SCIENCE — University of Victoria.** The Department of Political Science at the University of Victoria invites applications for a tenure-track position at the Assistant Professor level in International Security to begin on July 1, 2006. Applicants should have a completed or near-complete PhD in Political Science or International Relations with a focus on International Security. A well-developed research program in International Security and a solid background in International Relations are also required. The Candidate will be expected to teach International Security at the undergraduate and graduate levels, as well as an introduction to International Politics. The Department of Political Science is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. The Departmental webpage can be found at: http://web.uvic.ca/poli. The University of Victoria is an equity employer. It encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications or supporting documentation should arrive no later than November 1st, 2005. Applications should be directed to Professor Colin J. Bennett, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria, BC, Canada, V8W 3P5 (chairpol@uvic.ca). Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the names of three referees, each of whom has been asked by the candidate to send a letter of reference directly to the Chair.

■ **POLITICAL SCIENCE — Wilfrid Laurier University.** The Department of Political Science at Wilfrid Laurier University invites applications for a tenure-track appointment in International Public Policy at the Assistant or Associate Professor level, subject to budgetary approval, commencing July 1, 2006. The successful candidate must have a significant policy component to his or her research and should demonstrate academic excellence and research interest in one or more of the following areas: International environmental policy, international economic policy, human security, or global governance. The successful applicant will be expected to teach in the Department of Political Science. Successful applicants will have a PhD in political science or will have completed a PhD in political science by the time of appointment. Applications, including a curriculum vitae and the names of three referees, should be sent by November 15th, 2005, to: Dr. Steven Brown, Acting Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, ON, N2L 3C5; Telephone: (519) 884-0710, ext. 3895; Fax: (519) 746-3655; e-mail: sdbrown@wlu.ca. All qualified candidates are encouraged to apply, however, Canadian Citizens and permanent residents of Canada will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **PSYCHIATRIST/SCIENTIST — Baycrest Centre for Geriatric Care.** The Kunin-Lunenfeld Applied Research Unit (KLARU) of Baycrest Centre invites applications for a research position in geriatric psychiatry. KLARU is the clinical arm of Baycrest's Research division. The mission of KLARU is to improve clinical care by conducting research, which furthers and evaluates clinical practice, integrates advances in basic sciences with current clinical practice, and determines the prevalence of disorders in the community and at Baycrest. Research initiatives and programs are designed to enhance the quality of care and life of the elderly. Such research functions at the interface between basic and applied science and involves both the evaluations of the validity of current treatment programs and the development of new management and treatment procedures. The successful candidate will possess an MD plus advanced research training; be eligible for registration with the College of Physicians and Surgeons of Ontario; be eligible for an appointment in the Department of Psychiatry at the University of Toronto at the Assistant or Associate Professor level; and be eligible for appointment to the Department of Psychiatry at the

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University of Saskatchewan

Faculty Positions

College of Commerce

The College of Commerce, University of Saskatchewan, is seeking Assistant, Associate and Full Professors in several disciplines, effective July 1, 2006. Candidates of entry and mid-career levels will be considered. Salaries are commensurate with qualifications.

Assistant/Associate/Full Professors of Accounting

Applicants are invited for tenure track positions at the Assistant/Associate Professor rank and tenured positions at the Full Professor rank. Candidates who hold or are near completion of a Ph.D. in Accounting are encouraged to apply. We also encourage mid and late career faculty to apply. Specializations desired are financial accounting, managerial accounting, auditing and tax. Contact: Dr. Ganesh Vaidyanathan, Acting Head, Department of Accounting, College of Commerce, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8416; vaidyanathan@commerce.usask.ca.

Associate/Full Professor of Entrepreneurship

Applicants are invited for a tenure track or tenured position in Entrepreneurship at the College of Commerce, University of Saskatchewan. Rank will depend on qualifications and achievements. The ideal applicant will have a doctoral degree in Entrepreneurship or Small Business. Specialties desired are small business management, aboriginal management, agribusiness and/or biotechnology management. Applicants will be judged on potential for excellence in teaching and research and the ability to assume a leadership role in the establishment of an entrepreneurship major in the College of Commerce and in the development of entrepreneurship programs on campus in cooperation with other Colleges. Contact: Dr. Rein Lepnurm, Head, Department of Management and Marketing, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8437; lepnurm@commerce.usask.ca.

Assistant/Associate Professor of Industrial Relations & Organizational Behavior

Applicants are invited for a tenure-track position in Industrial Relations and Organizational Behavior at the Assistant/Associate Professor rank. Candidates who hold or are close to completion of a Ph.D. in Industrial Relations or Labour Studies are encouraged to apply. Contact: Dr. Louise Clarke, Head, Department of Industrial Relations and Organizational Behavior, College of Commerce, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8409; clarke@commerce.usask.ca.

Assistant/Associate Professors of Marketing

Applicants are invited for tenure track positions in Marketing at the Assistant/Associate Professor rank. Candidates in all Marketing specializations are encouraged to apply. Specialties particularly desired are branding, customer relationship management, sales management, services, and business to business marketing. Interested applicants who hold or are near the completion of a Ph.D. in Marketing are encouraged to apply. Contact: Dr. Rein Lepnurm, Head, Department of Management and Marketing, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8437; lepnurm@commerce.usask.ca.

Term Positions

Subject to budget approval, term positions may be available in the following disciplines: accounting, finance, management science, marketing, management, entrepreneurship, biotechnology management, human resources management and industrial relations. Contact:

Accounting: vaidyanathan@commerce.usask.ca
Finance: iannous@commerce.usask.ca
Marketing: lepnurm@commerce.usask.ca
Management: lepnurm@commerce.usask.ca
Entrepreneurship: lepnurm@commerce.usask.ca
Biotechnology Management: lepnurm@commerce.usask.ca
Management Science: iannous@commerce.usask.ca
Human Resources Management: clarke@commerce.usask.ca
Industrial Relations: clarke@commerce.usask.ca

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The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, Canada. Saskatoon is a vibrant university city with a population approaching 230,000 people. The city is located on a river in the heartland of Saskatchewan. The city is well known for it summer festivals and riverbank events such as Shakespeare on the Saskatchewan, the Jazz Festival, River Fest Boat Races, the Children's Festival and the Fringe Festival to name a few. It has a progressive university serving approximately 20,000 students. The College of Commerce has an undergraduate business program with approximately 1600 full time students. We also have exciting MBA and M.Sc. programs of study, and a Masters of Professional Accounting. For more information of the College of Commerce, please visit our website at http://www.commerce.usask.ca. For more information on the City of Saskatoon, please visit the following website at http://www.downtownsaskatoon.com.

SCHOOL OF

Policy Studies

Industrial Relations Centre

Queen's University

Director, Industrial Relations Centre, Queen's University

The Industrial Relations Centre (IRC) in the School of Policy Studies at Queen's University, Kingston, seeks to fill the position of Director. The IRC is Canada's premier university-based centre for practitioner training in industrial relations, human resources management, organizational development and closely related areas. Its training programs, research, and publications build advanced skills and expertise in people management, acting as a bridge between the academic and practitioner worlds. For more information on the activities of the Centre, visit the web site www.IndustrialRelationsCentre.com.

Building on the IRC's innovative programs, the new Director will oversee the efficient operation of the unit and be responsible for its financial success. The successful candidate will come with a national profile in industrial relations, human resources, organizational development or a closely related field and will possess a strong understanding of business development and strategy. As well, he or she will have passion for management education and adult learning. The new Director will champion the IRC's programs and activities to existing and potential client organizations, practitioner and academic associations, IRC alumni and the Queen's community using strong communication skills. An asset would be a solid track record in research in the broad area of people management.

This appointment is open to accomplished academics or experienced practitioners with backgrounds relevant to the IRC's core mandate. Normally, the successful candidate will have a graduate degree. The position usually has a renewable five-year term, which is expected to begin in July 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should send a statement of interest and curriculum vitae to Arthur Sweetman, Chair, IRC Director Appointment Committee, School of Policy Studies, Queen's University, Kingston, ON Canada, K7L 3N6. All applications are confidential and are guaranteed full consideration if received by January 9th, 2006.

Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

CAREERS CARRIÈRES

Baycrest Centre. Applicants should submit a covering letter describing current research interests and future research goals, a complete C.V., relevant reprints and the names of three potential references to: This invitation for applications will remain open until the position is filled. Dr. David L. Streiner, Assistant Vice-President, Research, Director, Kunin-Lunenfeld Applied Research Unit, Baycrest Centre for Geriatric Care, 3560 Bathurst Street, Toronto, Ontario, Canada, M6A 2E1. Fax: (416) 785-4230; Email: dstreiner@klaru-baycrest.on.ca. Baycrest Centre and the University of Toronto are strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — McGill University.** The Department of Psychology of McGill University seeks applicants for a Canada Research Chair (Tier I) in the area of behavioural health. Applicants should have an international reputation in research related to the development and maintenance of health related behavior, and have demonstrated excellence in teaching. Specific research areas of interest include, but are not limited to, treatment adherence, motivation toward behavioural rehabilitation, and the study of interactions between patients and health-care professionals. It is expected that the incumbent will participate in the development of interdisciplinary health research and clinical training in the McGill University Hospital Centre. The primary appointment will be at the senior associate or full professor level in the Department of Psychology, Faculty of Science, and it is anticipated that the candidate will hold a cross-appointment in the Department of Medicine of the M.U.H.C. Review of applications will begin immediately. Applicants should present evidence of a record of significant, externally-funded research productivity and excellence in undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to: Behavioural Health Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Québec, Canada, H3A 1B1. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **PSYCHOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Psychology in the area of Clinical Neuropsychology at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Shelagh Towson, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021, Email: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **PSYCHOLOGY — University of British Columbia.** The Department of Psychology at the University of British Columbia invites applications for two tenure-track positions, which will begin 1 July 2006. Both positions are budgeted at the Assistant Professor level. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program and who have strong commitments to teaching and research supervision of undergraduate and graduate students. Candidates are invited to apply in the following areas: (1) Psychometrics/Quantitative Methods. We aim to hire an outstanding scholar and teacher with advanced training and expertise in statistical/quantitative methods who would offer advanced graduate courses in such areas as psychometric methods, multi-level modeling, ANOVA/MANOVA, and structural equation modeling. We welcome both applicants whose primary interest is in the quantitative field itself and those having substantive research interests in other areas of psychology. (2) Clinical Psychology. We seek a person who would enhance the Department's APA and CPA accredited doctoral program in clinical psychology, which operates on a clinical science model. Excellent candidates with active research programs in child or adolescent clinical psychology or developmental psychopathology are preferred, but we will consider outstanding candidates with other interests as well. The position involves teaching, research, and supervision of students. Applicants for this position are expected to have accredited clinical training (including an APA or CPA-approved internship) and to obtain registration as a psychologist in the province of British Columbia. The starting salary for either position will be commensurate with experience. The University of British Columbia is committed to employment equity and hires on the basis of merit. We encourage all qualified persons to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation, prior to 15 November 2005, to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC, Canada, V6T 1Z4.

■ **PSYCHOLOGY — University of Victoria.** The Department of Psychology at the University of Victoria invites applications for a tenure-track Assistant Professor appointment in Social Psychology to begin July 1, 2006. The successful candidate will have a PhD in Social Psychology. Duties will include successful and programmatic research (as evidenced by publications and external grant support), teaching and student supervision at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of The Department and the University (e.g., collaborative research, curriculum development, committee service). We seek a faculty member with a research focus within the field of Social Psychology whose interests will diversify and be compatible with existing specialties within our department. Research and teaching excellence and commitment to developing a social program within a collegial, interdisciplinary environment are more important than particular area of specialization. Applicants must present evidence of potential for a strong independent research career supported by external grant funding, and demonstrated excellence in teaching. For additional information about the University and the Department, please see our website at www.uvic.ca/psyc. To apply, submit a curriculum vitae (including citizenship status), description of research and teaching interests and experience, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Dr. Robert Gifford, Social Psychology Search Committee Chair, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, BC, Canada, V8W 3P5. Review of applications will commence November 15, 2005 and will continue until the position is filled. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the diversification of the University. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — The University of Western Ontario.** Canada Research Chair in Developmental Psychology (Tier II): Applications are invited for a probationary (tenure-track) or tenured appointment at the rank of Assistant or Associate Professor in the Psychology Department at The University of Western Ontario, effective July 1, 2006. The Canada Research Chair program has been established by the Government of Canada to foster world-class research excellence. CRC positions are prestigious appointments, which are intended to further strengthen outstanding research programs. Details of the CRC program can be found at http://www.chairs.gc.ca. We are seeking a specialist in social development. The research program can be in any area of social or emotional development including social, cultural or biological influences. The successful candidate will be expected to maintain an active research program, provide graduate student supervision, and do some undergraduate or graduate teaching. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement with the potential to become international leaders in their research areas. The starting salary will be commensurate with experience. The successful candidate will be a member of the Group for Developmental Science (GDS) which consists of current members of the department involved in collaborative, multi-disciplinary studies of social and cognitive development. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and Ph.D. programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at http://www.ssc.uwo.ca/psychology/. Applicants should submit a curriculum vitae, a statement of research and teaching experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. K. Peter Ossenkopp, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2005, and will continue until the position is filled. This position is subject to budgetary approval and is contingent upon a successful CRC application. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **PSYCHOLOGY — The University of Western Ontario.** Applications are invited for an appointment in Developmental Psychology at the rank of Assistant or Associate Professor in the Psychology Department at The University of Western Ontario, effective July 1, 2006. We are seeking a specialist in cognitive or social-cognitive development. Individuals with expertise in developmental cognitive neuroscience are particularly encouraged to apply, but all applicants in cognitive or social-cognitive development will be considered. Applicants must have a PhD and will be expected to maintain an active research program, teach undergraduate and graduate courses, and provide graduate student supervision. The successful candidate will be a member of the Group for Developmental Science (GDS) which consists of current members of the department involved in collaborative, multi-disciplinary studies of social and cognitive development. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at http://www.ssc.uwo.ca/psychology/. Applicants should submit a curriculum vitae, a statement of research and teaching experience and interests, copies of representative publications, and arrange for 3 letters of recommendation sent to: Dr. K. Peter Ossenkopp, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2005, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **PSYCHOLOGY — University of Regina.** The Department of Psychology invites applications for a tenure track faculty position in human neuropsychology or neuroscience at the rank of Assistant Professor, commencing 1 July 2006. Applicants should have a PhD and show clear evidence of excellence in both teaching and research. Duties include teaching undergraduate and graduate courses in biological foundations of behaviour and human neuropsychology/neuroscience, supervision of undergraduate and graduate theses, and participation in departmental activities. The successful candidate is expected to develop a program of research in human neuropsychology/neuroscience. The department has a strong graduate program in experimental and applied psychology, including cognitive, developmental, forensic, social, and theoretical psychology, as well as neuroscience. In addition, we have a CPA-accredited graduate program in clinical psychology, and excellent relations with a number of healthcare facilities in Regina and throughout the province. The University does not have the facilities to support animal-based research. Closing date for applications is Friday 2 December 2005. Applicants should submit a covering letter, a curriculum vitae, a teaching dossier and reprints or preprints, and arrange for the forwarding of official transcripts and three letters of reference supporting both teaching and research to: Dr. Thomas Chase, Dean Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax 306-585-5368, email arts.faculty@uregina.ca. Academic enquiries may be addressed to Dr. William Smythe, Head, Dept of Psychology, e-mail: william.smythe@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

■ **PSYCHOLOGY — University of New Brunswick (Saint John Campus).** The Department of Psychology is inviting applications for a tenure-stream position in Applied Psychology at the Assistant Professor level, commencing July 1st 2006. (The position is subject to budgetary approval.) Applicants should have an expertise in one or more of the following areas: Program Evaluation, I-O, criminal behavior, addictive behavior, or cognitive social behavior. Strong applicants in related areas will also be considered. The department offers a major's and honours degree in Psychology, and with other disciplines, Sport and Exercise Psychology and Bio-Psychology. At the graduate level, the department offers a MA degree in Experimental Psychology, a joint PhD in Experimental Psychology with Applied Health Sciences, and a joint PhD in Clinical Psychology with Applied Health Sciences. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to: Dr. Thomas Chase, Dean Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax 306-585-5368, email arts.faculty@uregina.ca. Academic enquiries may be addressed to Dr. William Smythe, Head, Dept of Psychology, e-mail: william.smythe@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

■ **PSYCHOLOGY — University of New Brunswick (Saint John Campus).** The Department of Psychology is inviting applications for a tenure-stream position in Applied Psychology at the Assistant Professor level, commencing July 1st 2006. (The position is subject to budgetary approval.) Applicants should have an expertise in one or more of the following areas: Program Evaluation, I-O, criminal behavior, addictive behavior, or cognitive social behavior. Strong applicants in related areas will also be considered. The department offers a major's and honours degree in Psychology, and with other disciplines, Sport and Exercise Psychology and Bio-Psychology. At the graduate level, the department offers a MA degree in Experimental Psychology, a joint PhD in Experimental Psychology with Applied Health Sciences, and a joint PhD in Clinical Psychology with Applied Health Sciences. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to: Dr. Thomas Chase, Dean Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax 306-585-5368, email arts.faculty@uregina.ca. Academic enquiries may be addressed to Dr. William Smythe, Head, Dept of Psychology, e-mail: william.smythe@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

■ **PSYCHOLOGY — University of New Brunswick (Saint John Campus).** The Department of Psychology is inviting applications for a tenure-stream position in Applied Psychology at the Assistant Professor level, commencing July 1st 2006. (The position is subject to budgetary approval.) Applicants should have an expertise in one or more of the following areas: Program Evaluation, I-O, criminal behavior, addictive behavior, or cognitive social behavior. Strong applicants in related areas will also be considered. The department offers a major's and honours degree in Psychology, and with other disciplines, Sport and Exercise Psychology and Bio-Psychology. At the graduate level, the department offers a MA degree in Experimental Psychology, a joint PhD in Experimental Psychology with Applied Health Sciences, and a joint PhD in Clinical Psychology with Applied Health Sciences. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to: Dr. Thomas Chase, Dean Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax 306-585-5368, email arts.faculty@uregina.ca. Academic enquiries may be addressed to Dr. William Smythe, Head, Dept of Psychology, e-mail: william.smythe@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

■ **PSYCHOLOGY — University of New Brunswick (Saint John Campus).** The Department of Psychology is inviting applications for a tenure-stream position in Applied Psychology at the Assistant Professor level, commencing July 1st 2006. (The position is subject to budgetary approval.) Applicants should have an expertise in one or more of the following areas: Program Evaluation, I-O, criminal behavior, addictive behavior, or cognitive social behavior. Strong applicants in related areas will also be considered. The department offers a major's and honours degree in Psychology, and with other disciplines, Sport and Exercise Psychology and Bio-Psychology. At the graduate level, the department offers a MA degree in Experimental Psychology, a joint PhD in Experimental Psychology with Applied Health Sciences, and a joint PhD in Clinical Psychology with Applied Health Sciences. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to: Dr. Thomas Chase, Dean Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax 306-585-5368, email arts.faculty@uregina.ca. Academic enquiries may be addressed to Dr. William Smythe, Head, Dept of Psychology, e-mail: william.smythe@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

■ **PSYCHOLOGY — University of New Brunswick (Saint John Campus).** The Department of Psychology is inviting applications for a tenure-stream position in Applied Psychology at the Assistant Professor level, commencing July 1st 2006. (The position is subject to budgetary approval.) Applicants should have an expertise in one or more of the following areas: Program Evaluation, I-O, criminal behavior, addictive behavior, or cognitive social behavior. Strong applicants in related areas will also be considered. The department offers a major's and honours degree in Psychology, and with other disciplines, Sport and Exercise Psychology and Bio-Psychology. At the graduate level, the department offers a MA degree in Experimental Psychology, a joint PhD in Experimental Psychology with Applied Health Sciences, and a joint PhD in Clinical Psychology with Applied Health Sciences. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to: Dr. Thomas Chase, Dean Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax 306-585-5368, email arts.faculty@uregina.ca. Academic enquiries may be addressed to Dr. William Smythe, Head, Dept of Psychology, e-mail: william.smythe@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We value diversity in the workplace.

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in **Athabasca, AB:**

Assistant Professor, Marketing
School of Business

The Assistant Professor, Marketing will be part of a highly motivated team advancing technological boundaries in undergraduate business education and global delivery of our online Bachelor of Commerce, Marketing major. The successful candidate will possess a PhD (or be near completion) in marketing or a related discipline. A strong commitment to marketing teaching and research, and expertise in marketing research, consumer behaviour and e-marketing are assets. An ability to collaborate with a team in the development of e comprehensive marketing program is necessary.

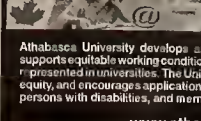
This is a part-time tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package. This is a part-time 0.6FTE position (equivalent to 3 days per week).

Please refer to the full job profile on our Web site at: **www.athabascau.ca/jobprofiles**

Further information about this position may be obtained from **Dr. Alex Kondra at (780) 675-6807** or via e-mail: **alexk@athabascau.ca**

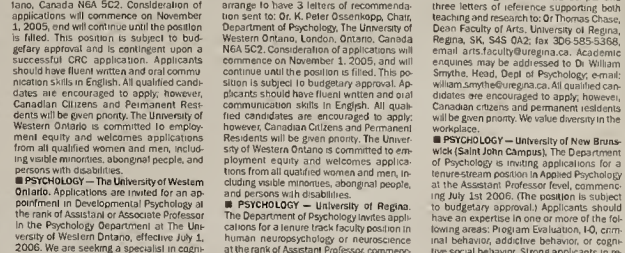
All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, curriculum vitae and the names and addresses of three referees, quoting competition **#CA-APM-0722. Applications should be e-mailed to the Human Resources Advisor, Human Resources, at resume@athabascau.ca. The position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications October 31, 2005.**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca



PRESIDENT AND VICE-CHANCELLOR

University College of the North (UCN) is seeking a President and Vice-Chancellor to lead our new post-secondary institution in northern Manitoba. UCN nurtures a learning environment that values and responds to the unique needs of our community and people. We are strongly committed to employment equity and to building a workforce which is representative of the populations we serve.

University College of the North is located in a region abundant in natural resources, beautiful lakes, rivers, forests and minerals. UCN serves the learning needs of industry and business, and of northern peoples living in urban settings and in communities steeped in Aboriginal cultures and traditions.

University College of the North, formally established on July 1, 2004, is Manitoba's newest post-secondary education institution offering Trades, Adult Education, Certificate, Diploma and Degree programs. The administrative headquarters of UCN is located in The Pas, Manitoba, with a second campus in Thompson. In addition, UCN Regional Centres are located in Chemawawin Cree Nation (Easterville), Churchill, Flin Flon, Mathias Colomb First Nation (Pukatawagan), Nisichawayasihk Cree Nation (Nelson House), Norway House Cree Nation, Pimicikamak Cree Nation (Cross Lake), St. Theresa Point First Nation, Swan River, and Tataskweyak Cree Nation (Split Lake). We also offer courses and programs in other communities throughout northern Manitoba.

The President, reporting to the Governing Council and working with the Learning Council and the Council of Elders, has full responsibility for the academic and operational management of University College of the North. The President, along with a strong management and staff team, will oversee program planning and the promotion and development of UCN's programs and services, including collaborations with other partners in the development of entrepreneurial initiatives. Frequent travel is required in order to build and maintain community partnerships, strategic alliances, inter-institutional cooperation and funding initiatives. The President will also oversee the expansion of distance education capabilities and programs and to ensure access for all who wish to study and learn with UCN.

The ideal candidate for this high profile northern Manitoba position will be a proven leader who thrives on building success through the commitment of people and communities. The successful candidate will have experience with northern and Aboriginal issues, particularly as they relate to post-secondary education. A strong commitment to cultural diversity is essential, along with a proven track record in leadership, program development, operations and administrative management. Positive communication and interpersonal skills are essential, as is the ability to utilize technology effectively, given the distributed nature of UCN. The ability to speak an Aboriginal language is an asset. A Ph.D. is preferred; a minimum of a Masters Degree is required.

A competitive salary and benefits package will be available to the successful candidate.

Employment Equity is a factor in the selection process. Applicants are invited to indicate in their covering letter or resume if they are from any of the following groups: Aboriginal people, persons with disabilities, visible minorities, women.

Please forward applications by December 2, 2005:

University College of the North, Attention: President Search Committee, Human Resources, P.O. Box 3000, The Pas MB R9A 1M7; Fax: (204) 623-4414; Email: hrinfo@ucn.ca

University College OF THE NORTH

1-866-627-8500
www.ucn.ca

CAREERS CARRIÈRES

mental and Applied Psychology with the Fredericton campus of UNB, and participates in a CPA/APA accredited Clinical PhD program offered by the Fredericton campus. The successful applicant is expected to teach at the undergraduate and graduate levels. The successful applicant will have the opportunity to develop a course or courses in his/her area of expertise. To further research interests, the applicant may take advantage of the close relationship between the university and local community agencies such as local hospitals and a mental health clinic. The successful applicant will be expected to pursue an active programme of research. A PhD is required. The salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Alexander Wilson, Chair, Department of Psychology, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5. Review of applications will start November 15, 2005 and continue until the position is filled. Questions concerning this position may be directed to Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a position in Developmental Psychology at the Associate or tenure-track Assistant Professor level. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to the developmental division's focus on children's communication, social cognitive understanding, and language acquisition. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at http://www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at http://www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2006. Review of applications will begin on Nov. 1, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a PhD in I/O Psychology or equivalent field, and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an ongoing research program. This position constitutes an expansion of the graduate program in I/O Psychology. Information about the I/O program and the Department of Psychology can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2006. Review of applications will begin on November 15th, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo is recruiting an outstanding scholar to fill a Tier II Canada Research Chair (CRC) in the area of Clinical Psychology. Applications are invited for this tenure-track position at the Assistant to Associate level in our CPA and APA accredited Clinical Psychology Training Program. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement, acknowledged by their peers as having the potential to become world leaders in their research areas. Information about the CRC program can be found at http://www.chairs.gc.ca/ Chair candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. These research programs can be in any area of Clinical Psychology provided that they have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology CRC Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Please note that all CRC positions are subject to review and final approval by the CRC secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the Clinical Program and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

■ **PSYCHOLOGY — Adler School of Professional Psychology.** The Adler School of Professional Psychology announces the following openings beginning Winter 2006 — full time core faculty. Position includes teaching in the master's in counselling psychology program, providing clinical supervision and strong mentorship to students. Candidates with particular interest and expertise in the areas of assessment, diversity, consultation/supervision and curriculum development will be given particular consideration. Applicants must have a doctorate from an CPA or APA-accredited program, demonstrate a strong record of clinical experience, graduate level teaching and clinical training using the scholar-practitioner model, and scholarship/professional activity. A particular commitment of the School, rooted in Adler's emphasis on social interest and social responsibility, is training psychologist/counselors who are committed to social justice and who will work with marginalized and underserved populations. Applicants should submit a curriculum vitae, three letters of recommendation, graduate school transcripts, and a letter of interest to: Russell King, Psy.D., R. Psych., Dean Vancouver Campus, Adler School of Professional Psychology, 401-1195 W. Broadway, Vancouver, BC, V6H 3X5; Queries: director@adler.bc.ca.

■ **PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Behavioural/Cognitive Neuroscience. The successful candidate must have a PhD in behavioural or cognitive neuroscience or related area in psychology. Although we will consider any area of neuroscience/neuropsychology we are particularly interested in applicants with expertise in cognitive aspects of aging and memory in humans. Expertise in fMRI would be a definite asset. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is Jan 1, 2007. The deadline for applications is December 1, 2005. Review of applications will begin on Dec. 1, 2005, and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Behavioural Neuroscience Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY/KINESIOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant/Associate Professor level in the area of Social Psychology and Physical Activity. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from all health promotion and injury/disease prevention fields such as kinesiology, social and preventive medicine, public health, behavioural medicine, social science and medicine, and ergonomics. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at: http://www.ahs.uwaterloo.ca/kin/kin-home.html Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 by November 30, 2005 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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■ **RELIGIOUS STUDIES — McMaster University.** The Department of Religious Studies invites applications for a full-time tenure track position in Asian religions, starting July 1, 2006, at the Assistant or junior Associate Professor rank. The Department offers a range of undergraduate courses, and graduate work (MA and PhD) in three fields: Asian, Biblical and Western. Given the retirement of our senior scholars in the Asian field, we are seeking candidates who will welcome the challenge of developing and shaping our Asian field in the coming years, together with a current faculty member in Chinese Buddhism. Candidates should have expertise in one or more of the following fields: religions of South and Southeast Asia (Buddhism, Hinduism, Jainism); Tibetan, Indian or Inde-Tibetan Buddhism; Japanese Buddhism. Candidates may work in the ancient, medieval or modern period. Knowledge of the classical texts and willingness to teach the relevant languages (e.g., Sanskrit, Japanese, Tibetan, Pali) is essential. Candidates may combine knowledge of classical texts and classical languages with ethnographic fieldwork and modern languages. The successful candidate must have completed the PhD, and will be expected to carry out an independent program of scholarly research yielding significant peer-reviewed publications. Responsibilities include effective undergraduate and graduate teaching and supervision of MA-and PhD students. Applications, including a curriculum vitae, a statement of research and teaching interests, a sample of scholarly writing, and three confidential letters of recommendation should be sent to Dr. Travis Kroeker, Chair, Department of Religious Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1. All qualified candidates (including those who applied in previous searches) are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. The deadline for applications is November 1, 2005, and pre-interviews will be held at AAR/SBL in Philadelphia (Nov. 19–22).

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in **Athabasca, AB:**

Assistant Professor, Developmental Psychology Centre for Psychology

The Assistant Professor must show evidence of strong research activity/potential, and demonstrate competence and innovation in the use of computing and educational technology. The successful candidate will have a Ph.D. in Developmental Psychology with a specialization in child and/or adolescence psychology. Candidates should also possess strong collaboration and communication skills, and the ability to work effectively in a distributed work environment. Experience in adult, distance, and on-line learning are definite assets.

Please refer to the full job profile on our Web site at: **www.athabascau.ca/jobprofiles**

This is a tenure track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Bob Heller at **1-800-263-6948** or via e-mail: **bobh@athabascau.ca**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees **by October 31, 2005, quoting competition #CA-POP-0818.** Applications should be e-mailed to the **Human Resources Advisor, Human Resources at resume@athabascau.ca.**

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabascau.ca

Department of Biology
University of Toronto at Mississauga

Lecturer & Assistant Director Biotechnology

The Department of Biology at the University of Toronto at Mississauga invites applications for a full-time appointment at the rank of Lecturer in the Masters of Biotechnology Program effective May 1st, 2006. Initial appointments are for terms of one to three years. In the fifth year of service, Lecturers are reviewed for promotion to the rank of Senior Lecturer, which is a continuing appointment. The Masters of Biotechnology Program is a two year program designed to provide postgraduate education to highly qualified students to prepare them for a career in biotechnology or pharmaceutical industries.

Applicants for the Lecturer position must have a Ph.D. degree and pertinent industrial experience will be an asset. The successful candidate should have a strong background in the areas of molecular biology and/or biotechnology. Some knowledge of business and management will be a benefit. The successful candidate must be able to demonstrate excellence in teaching and have a strong interest in innovative teaching methods, as would be appropriate for a leadership position in the instruction of graduate students within the internationally-recognized Masters of Biotechnology Program. In addition to teaching, the successful candidate will be the Assistant Director of the Masters of Biotechnology Program aiding the Director in the administration of the Program. Salary will be commensurate with qualifications and experience.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applicants should submit a curriculum vitae, a statement of teaching interests and ideas, and arrange for three letters of reference to be sent to: **Professor A.B. Lange, Department of Biology, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, Ontario, Canada L5L 1C6** (alange@utm.utoronto.ca). More information on this program can be found at: http://www.erin.utoronto.ca/mbiotech/. The application deadline is **Nov. 15, 2005** although the search will remain open until the position is filled.

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure-Stream Positions

Applications are invited for six tenure-stream positions at OISE/UT. Each position is located in one of DISE/UT's five academic departments. All appointments are at the rank of Assistant Professor unless otherwise noted. Salary will be commensurate with qualifications and experience. The appointments will commence July 1, 2006.

Successful candidates for all positions will possess a doctoral degree, a well-developed program of research and publication, and the ability to make a strong contribution to teaching in the graduate and teacher education programs. Responsibilities of the positions will include: conducting research; teaching and thesis supervision of master's and doctoral students; and teaching in the teacher education program.

For more information about OISE/UT, its departments , and the details of these positions, please visit the OISE/UT website at http://www.oise.utoronto.ca

Arts Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Disability Studies in Education
Department of Sociology and Equity Studies in Education
Chair: Professor George Dei

Higher Education
Department of Theory and Policy Studies in Education
Chair: Professor Nina Bascia

Mathematics Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Special Education and Adaptive Instruction
Rank of Assistant or Associate Professor
Department of Human Development and Applied Psychology
Chair: Professor Janet Astington

Urban Education
Department of Curriculum, Teaching and Learning
Chair: Professor Dennis Thiessen

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2005, to the Chairs of the respective departments, and three signed confidential letters of reference should be sent directly to the same Chair by the same date. All departments are located at DISE/UT, 252 Bloor Street West. Toronto, Ontario, M5S 1V6, Canada.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES

■ **RELIGIOUS STUDIES — University of Winnipeg.** The Department of Religious Studies at the University of Winnipeg invites applications for a tenure track appointment in the area of Islam. The appointment will be made at the rank of Assistant or Associate Professor, depending on qualifications, and will commence on July 1, 2006. Applicants should possess a PhD or be near completion. Applicants should be able to offer courses in the following areas: Quran, classical and contemporary Islam, women in Islam. The capacity to teach a course in classical Arabic would be an asset. As well, a secondary teaching area would be an asset. The successful candidate will have flexibility in defining his or her component of our course offerings. While the University of Winnipeg is a primarily undergraduate university, our department participates in a Joint Masters Program with the Department of Religion at the University of Manitoba. A letter of application, complete curriculum vitae, three letters of reference, one writing sample, and evidence of teaching proficiency should be sent to: Dr. Paul Bramadat, Chair of the Search Committee, Department of Religious Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9; 204-786-9427; p.bramadat@uwinnipeg.ca. All inquiries should be directed to Professor Bramadat. The closing date for receipt of applications is October 28th, 2005. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

■ **RURAL DEVELOPMENT — Brandon University.** Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. Brandon University's Department of Rural Development invites applications for a one-year term position at the rank of assistant professor, subject to budget. The preferred qualification for the position is the Doctorate; however ABD applicants will also be considered. The successful candidate will be a broadly educated scholar with a demonstrated strength in teaching and a record of research. Postgraduate research and training in Rural Development, Rural Studies, Agricultural Economics, Rural Sociology, Rural Resources, or Rural Tourism are all appropriate. While the area of specialization is open, the successful candidate will contribute to undergraduate courses on Rural Canada and Rural Resource Development, and graduate courses on Research Methods and Rural Tourism. There will be an opportunity to offer a course in one's area of specialization and to supervise BA thesis work and Master of Rural Development thesis research. Salary: Commensurate with qualifications and experience. Start date: 1 August 2006. Deadline for applications: 31 December 2005 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations and a sample publication to: Dr. Scott Gillis artsdean@brandonu.ca Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca.

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Global, innovative and diverse, the Schulich School of Business enrols some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors. Located in Toronto, Canada, the School's new multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

Known for the diversity of its student body, faculty and staff, Schulich has pioneered unique offerings in areas such as financial engineering, financial services, real property development, business and sustainability, and health industry management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business – the International MBA (IMBA) and the International BBA (iBBA). The Joint Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 10,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. Schulich has recently opened offices in Beijing, China, and Mumbai, India, to support initiatives related to recruitment, executive education, career development and alumni relations.

Schulich faculty have earned global recognition for their research in such fields as business and sustainability, organizational behaviour, forensic accounting and finance.

Schulich School of Business

ANNE AND MAX TANENBAUM CHAIR IN ENTREPRENEURSHIP AND FAMILY ENTERPRISE

York's Schulich School of Business is seeking an outstanding scholar in entrepreneurship/family enterprise for the Anne and Max Tanenbaum Chair, at the rank of Associate or Full Professor, effective July 1, 2006, or January 1, 2007, subject to budgetary approval. Preferred candidates will: have a track record and an ongoing program of research in the field of entrepreneurship/family business; be expected to provide leadership in teaching and research in the field of entrepreneurship/family business; and hold a PhD degree in, and have strong grounding in one of the major disciplines supporting this area, such as strategy, marketing or finance.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, samples of research papers, and information regarding teaching performance, by **December 1, 2005,** to: **Professor Eileen Fischer, Chair, Anne and Max Tanenbaum Chair Search Committee, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: efischer@schulich.yorku.ca**

HEWLETT-PACKARD CHAIR OF CORPORATE SOCIAL RESPONSIBILITY

York's Schulich School of Business is seeking applications for the Hewlett-Packard Chair of Corporate Social Responsibility. Appointment to the chair will be made by July 1, 2006, subject to budgetary approval. Preferred candidates will have: qualifications for a full professorship; a PhD degree; a record of published significant research in the field of social responsibility and an ongoing program of research on subjects related to the area; extensive teaching experience; and a strong background in a discipline associated with social responsibility.

Salary and benefits are competitive. Applicants should send a curriculum vitae, samples of research papers, information regarding teaching experience, and the names and addresses of three referees, by **December 1, 2005,** to: **Dr. James Gillies, c/o Dean's Office, Schulich School of Business, Seymour Schulich Building, Room N302, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

GEORGE R. GARDINER *PROFESSORSHIP IN BUSINESS ETHICS*

York's Schulich School of Business is seeking an outstanding scholar in Business Ethics for the George R. Gardiner Professorship in Business Ethics, at the rank of Associate or Full Professor, effective July 1, 2006, subject to budgetary approval. Preferred candidates will: have a track record and an ongoing program of research in the field of business ethics; be expected to provide leadership in teaching and research in the field of ethics; and hold a PhD degree in, and have a strong grounding in the business disciplines.

Applicants should send a curriculum vitae, samples of research papers, the names and addresses of three referees, and information regarding teaching performance, by **December 1, 2005,** to: **Professor Christine Oliver, Chair, George R. Gardiner Professorship Search Committee, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: coliver@schulich.yorku.ca.**

TENURE-STREAM FACULTY

Accounting

York's Schulich School of Business is seeking up to three tenure-stream faculty in Accounting at the Assistant, Associate or Full Professor levels, effective July 1, 2006, subject to budgetary approval. Preferred candidates will: have a strong commitment to scholarly research and publication consistent with the strategy of the area group and the School (for senior appointments, a record of publication in high-quality refereed journals is required); have a commitment to effective teaching (for senior appointments, provide evidence of effective teaching); be qualified to teach in financial or managerial accounting, or taxation (subject to the needs of the area and the School); and possess a completed doctorate, or be near completion.

Salary and benefits are competitive. Applicants should send an application letter and a curriculum vitae, by **October 15, 2005,** to: **Professor Alan J. Richardson, Chair, Accounting Area, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: arichardson@schulich.yorku.ca**

Finance

York's Schulich School of Business is seeking two tenure-stream faculty in Finance, effective July 1, 2006, subject to budgetary approval. One position is at the rank of either Associate or Full Professor, specializing in either International Corporate Finance or International Investments. The other position is at the rank of Assistant Professor, specializing in Corporate Finance. Preferred candidates will: possess a completed PhD; have demonstrated excellence in research and teaching (commensurate with rank); and have a demonstrated ability to teach in PhD, MBA and BBA programs.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by **December 1, 2005,** to: **Professor Yisong S. Tian, Chair, Finance Area Recruiting Committee, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: ytian@schulich.yorku.ca**

Operations Management

York's Schulich School of Business, Operations Management and Information Systems area, invites applications for a tenure-track position in Operations Management at the Assistant or Associate Professor level, effective July 1, 2006, subject to budgetary approval. We are interested in individuals capable of teaching and researching in the areas of supply chain management or service operations. As the area has a growing PhD program, we require an individual who possesses a rigorous education in the mathematical and statistical techniques to do empirical work using both primary and archival data. Preferred candidates will: have a completed doctorate, or a firm date for dissertation defence; have prior work experience in the industry, preferably have an MBA; be a scholar who will be committed to teaching in the undergraduate and MBA programs; demonstrate an understanding of, and the ability to lead or collaborate with others in research involving empirical methods.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by **December 1, 2005,** to: **Professor Wade D. Cook, Area Co-ordinator, Operations Management and Information Systems, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: wcook@schulich.yorku.ca**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

Schulich
School of Business
York University

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

CAREERS CARRIÈRES

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

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■ **SCIENCE EDUCATION (PHYSICS & CHEMISTRY) — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for a tenure-track position in Science Education — Physics and Chemistry at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; E-mail: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SCIENCE POLITIQUE — Université Simon Fraser.** Le Département de Science Politique de l'Université Simon Fraser, Burnaby, Colombie-Britannique, sollicite des candidatures pour un poste posté menant à la permanence au rang de professeur(e) adjoint(e) dans le nouveau programme de baccalauréat en langue française en administration publique et services communautaires. L'enseignement devra être assuré principalement en français, mais les candidats doivent pouvoir aussi enseigner en anglais. Les candidats doivent détenir un Doctorat au moment de l'entrée en fonction du poste, avoir un dossier solide de recherches en administration publique et en politiques publiques, et démontrer un engagement manifeste envers la recherche et l'enseignement. Le candidat (la candidate) retenu(e) devra enseigner des cours de 1er cycle sur le gouvernement canadien, l'administration publique et les politiques publiques canadiennes. Un intérêt pour l'enseignement de cours sur les services communautaires et sur des projets orientés vers les communautés sera retenu comme un atout. La date d'entrée en fonction est le 1er septembre 2006. La description du programme (de type COHORTE, programme prédéfini) est disponible à l'adresse web suivante: http://www.sfu.ca/fdg/. Prière de faire parvenir les candidatures à: Professor David Laycock, Directeur, Department of Political Science, Simon Fraser University, Burnaby, BC, V5A 1S6, avant le 1er décembre 2005. Les candidatures devront inclure (1) une lettre de présentation résumant les qualifications du (de la) candidat(e); (2) un C.V.; (3) un échantillon sous forme d'article d'une page sur les publications de la) candidat(e); (4) les noms de trois répondants, dont l'un doit pouvoir attester de l'enseignement du (de la) candidat(e), de sa capacité à enseigner en français et en anglais, en plus de ses qualités de chercheur. Les évaluations des cours enseignés seraient également appréciées. Les candidatures sont priées de demander à leurs répondants de bien vouloir faire parvenir leurs recommandations directement au Directeur au plus tard le 1er décembre 2005. Toutes les personnes qualifiées seront invitées à poser leur candidature; toutefois cette offre s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes qualifiées. Ce poste est sous réserve d'approbation budgétaire.

■ **SOCIAL WORK — Wilfrid Laurier University.** The Faculty of Social Work at Wilfrid Laurier University invites applications for a tenure-track faculty position for appointment commencing July 1, 2006. Appointment will be at the rank consistent with the candidate's qualifications and experience. The successful candidate will be able to teach clinical practice courses with individuals, families or groups in the MSW program. This person must have at least one degree in social work and appropriate experience in clinical practice. This position is for a person with a developed or developing program of research and scholarship reflecting a broad understanding of the determinants of health. Preference will be given to candidates with a completed doctoral degree. Someone with an ability to teach quantitative data analysis in our PhD program and provide statistical consultation to faculty would be a valued addition. Demonstrated competence in teaching is preferred. Experience working with diverse populations will be an asset. The position offers an opportunity to develop a program of research through our newly endowed Centre on Health. An interest and capacity to build this Centre's program of research will be a favourable consideration. The Faculty has programs at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The university is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Professor Luke Fusco, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON, Canada N2L 3C5. Consideration of applications will commence on November 15, 2005 and continue until the position is filled.

■ **SOCIAL WORK — University of Windsor.** The University of Windsor's School of Social Work invites applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7036; E-mail: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Law, Crime, and Society, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Race and Ethnicity, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Health, Illness and Society, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Law, Crime, and Society, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — University of Toronto.** The Department of Sociology, the University of Toronto (St. George campus downtown), and the Centre for Research in Inner City Health, St. Michael's Hospital, invite applications for a full-time tenure stream appointment at the Assistant Professor level with primary interest in Health and Mental Health, starting July 1, 2006. This position is a 60% appointment in Sociology, and a 40% appointment in the Centre for Research in Inner City Health, under the direction of Dr. Patricia O'Campo. The Department of Sociology has a graduate specialization in the sociology of health and mental health; the Centre for Research in Inner City Health specializes in the study of disadvantaged and marginalized populations. Applicants should have a graduate-level background in Sociology, and either have a PhD or will have finished the PhD at time of appointment. The successful candidate will teach one course in the undergraduate Inter-disciplinary Health Studies program, as well as in Sociology. The Health Studies teaching commitment is likely to be in one of the following areas: statistics, methods, or epidemiology and population health. We are seeking applicants with strong secondary interests in cognate areas of sociology. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Toronto offers the opportunity to teach, conduct research, and live in a diverse urban area with a strong international presence. The deadline for submission of applications is October 31, 2005. Send applications with current Curriculum Vitae, samples of publications and writing, and evidence of teaching ability and experience to: Chair, Search Committee in Health and Mental Health, Department of Sociology, University of Toronto, Toronto, Canada M5S 2J4. Applicants should ask three referees to send letters of recommendation under separate cover. Faxes of letters of recommendation are accepted at 416-978-3963, but must be followed by hard copies.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology in the area of Theory at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — The University of Western Ontario.** The Department of Sociology, Faculty of Social Science, invites applications for a tenure-track position at the rank of Assistant Professor. Candidates must have a PhD, a strong research record and excellence in teaching, particularly at the undergraduate level. The Department is seeking a talented scholar with expertise in Criminology with demonstrated quantitative skills and training. The successful candidate's particular substantive research interests in criminology may vary but the Department has specializations in ethnicity, social inequality, transitions across the life course (aging, youth identity, work and education), and related areas. Graduate supervision and undergraduate teaching are involved in the position. The University of Western Ontario is a top ranked research intensive university and the Sociology Department, third largest in Canada, is internationally recognized as a superior program. We have a full PhD and Masters level graduate program with 35 international and Canadian PhD candidates. Interested candidates should send their curriculum vitae, the names of three references, and a sample publication to: Dr. Jerry White, Chair, Department of Sociology, Room 5316, Social Science Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. The closing date is December 5, 2005. All qualified candidates are encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. Position is subject to budgetary approval. Applicants should have fluent written and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **SOCIOLOGY — Wilfrid Laurier University.** The Department of Sociology invites applications for two tenure-stream positions at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. For the first position we are seeking candidates with a specialty in qualitative and critical approaches to the Sociology of Mental Health. Priority will be given to candidates whose research in this area connects with the departmental strength in Diversity, Equity and Social Justice. The ability to teach introductory sociology and one of qualitative methods, quantitative methods, sociological theory or social inequality will be an asset. The second position requires a specialization in Social Theory. Successful applicants will have a PhD in Sociology or a related discipline, or will have completed a PhD by the time of appointment. Applicants should send a letter of application, full curriculum vitae, evidence of teaching ability, one sample publication, and should arrange to have three letters of reference sent to: Dr. Glenda Wall, Chair, Department of Sociology, Wilfrid Laurier University, Waterloo, Ont. N2L 3C5 by No-

special expertise in the area of Health, Illness and Society, effective July 1, 2006. The position is subject to final budgetary approval. A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 28, 2005 and addressed to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, Canada, V6T 1Z1.

■ **SOCIOLOGY — King's University College at The University of Western Ontario.** King's University College at The University of Western Ontario, a Catholic Liberal Arts College, follows the broad intellectual Catholic tradition of social justice and the free and open pursuit of truth. The College invites applications for a probationary, tenure-track, position at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. Candidates should have a strong research record and be capable of teaching in at least two of the following areas: including theory, criminal justice, conflict, globalization, work/labour markets and/or popular culture. The successful candidate will be expected to have a PhD in Sociology, with evidence of strong teaching and research abilities. Applications, including a curriculum vitae, sample publications, and the names of three references should be sent to Professor Don Kerr, Chair, Department of Sociology, King's University College, 266 Epworth Avenue, London, Ontario, N6A 2M3 by December 7, 2005. Salary will be commensurate with qualifications and experience. Sponsored by the Roman Catholic Diocese of London, King's University College is an equal opportunity employer. The College is committed to advancing the Catholic intellectual tradition and welcomes faculty and students from all faiths and backgrounds. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The Sociology Department's website is at: http://www.uwo.ca/kings/academic_programs/departments/sociology.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology in the area of Theory at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — The University of Western Ontario.** The Department of Sociology, Faculty of Social Science, invites applications for a tenure-track position at the rank of Assistant Professor. Candidates must have a PhD, a strong research record and excellence in teaching, particularly at the undergraduate level. The Department is seeking a talented scholar with expertise in Criminology with demonstrated quantitative skills and training. The successful candidate's particular substantive research interests in criminology may vary but the Department has specializations in ethnicity, social inequality, transitions across the life course (aging, youth identity, work and education), and related areas. Graduate supervision and undergraduate teaching are involved in the position. The University of Western Ontario is a top ranked research intensive university and the Sociology Department, third largest in Canada, is internationally recognized as a superior program. We have a full PhD and Masters level graduate program with 35 international and Canadian PhD candidates. Interested candidates should send their curriculum vitae, the names of three references, and a sample publication to: Dr. Jerry White, Chair, Department of Sociology, Room 5316, Social Science Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. The closing date is December 5, 2005. All qualified candidates are encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. Position is subject to budgetary approval. Applicants should have fluent written and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

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CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: (202) 737-5900 or visit www.aaup.org.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des membres visibles. À cette fin, on pourra demander aux candidat(es) à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél : (202) 737-5900 ou voir www.aaup.org.

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Le *Bulletin* est publié dix fois pendant l'année universitaire.

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Septembre	3 août 2005	10 août 2005
Octobre	7 septembre 2005	14 septembre 2005
Novembre	5 octobre 2005	11 octobre 2005
Décembre	2 novembre 2005	9 novembre 2005
Janvier	1 décembre 2005	8 décembre 2005
Février	4 janvier 2006	11 janvier 2006
Mars	1 février 2006	8 février 2006
Avril	1 mars 2006	8 mars 2006
Mai	5 avril 2006	12 avril 2006
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LE BULLETIN DE L'ACPPU

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vember 15, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **SOCIOLOGY — York University.** The Department of Sociology, Faculty of Arts, York University invites applications for four tenure-track appointments at the assistant professor level to commence on July 1, 2006: social studies of science and technology; culture and identities; the sociology of families and intimate relations; and quantitative sociology. The Department is strongly committed to extending the diversity of its faculty and especially welcomes applications from male and female visible minority group members, Aboriginal persons, and persons with disabilities. Details regarding application procedures and deadline at http://www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **SPANISH — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University invites applications for a full-time, tenure-track position in Spanish at the rank of Assistant Professor. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **SPANISH & COMPARATIVE LITERATURE — University of Toronto.** Applications are invited for a tenure-stream position in Latin American Literature at the rank of Assistant Professor, to be held jointly in the Department of Spanish and Portuguese and the Centre for Comparative Literature at the University of Toronto, effective 1 July 2006. Required: PhD in Spanish or Comparative Literature, with a strong research record in modern or contemporary Latin American literature and literary theory; evidence of potential for sustained excellence in research; evidence of excellence in teaching; willingness to teach intermediate and advanced language courses; native or near-native fluency in Spanish and English. An active knowledge of Portuguese is a strong asset. Salary will be commensurate with qualifications and experience. Applications must be received by November 15, 2005. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West #208, University of Toronto, Toronto, Ontario, Canada M5S 1K7. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SPANISH & LINGUISTICS — University of Toronto.** Applications are invited for a tenure-stream position in Hispanic Linguistics at the rank of Assistant Professor, to be held jointly in the Department of Spanish and Portuguese and the Department of Linguistics at the University of Toronto, effective 1 July 2006. Required: PhD in Spanish or Linguistics, with a strong research record in syntactic theory; evidence of potential for sustained excellence in research; evidence of excellence in teaching; willingness to teach intermediate and advanced language courses; native or near-native fluency in Spanish and English. Salary will be commensurate with qualifications and experience. Applications must be received by November 15, 2005. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West #208, University of Toronto, Toronto, Ontario, Canada M5S 1K7. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SPANISH LINGUISTICS — The University of Western Ontario.** The University of Western Ontario, Department of Modern Languages and Literatures (http://www.uwo.ca/modlang/), invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in the area of Spanish Linguistics to begin July 1, 2006. PhD required at time of appointment. Proven expertise in teaching, strong research record, and native or near-native fluency in Spanish are essential. Expertise in Language Acquisition and/or computer-assisted learning will be an asset. Responsibilities will include teaching at the undergraduate and graduate levels and coordination of the undergraduate language program. Send letter of application with curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to the Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax: (519) 661-4093. Applications must be received by November 15, 2005. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **SPANISH STUDIES — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of Languages, Literatures, and Cultures in the area of Spanish and Second Language Education commencing July 1, 2006 at the rank of Assistant Professor. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2673; Fax: 519.971.3646, Email: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Gnan Mazer, Director, Faculty Recruitment at 877-665-6606 (toll free) or recruit@uwindsor.ca.

■ **STATISTICS — University of New Brunswick.** The Department of Mathematics and Statistics at the University of New Brunswick (Fredericton campus) invites applications for a tenure track position (starting 1 July, 2006) in theoretical or applied statistics. Interested parties with expertise in related fields (including, but not limited to, probability theory, operations research, and actuarial science) are also strongly encouraged to apply. Candidates should have a PhD in statistics or in a related discipline, a demonstrated potential for research, and a strong commitment to excellence in teaching. An interest in statistical consulting would be an asset. The Department seeks candidates either to enhance or to complement current areas of expertise. Information on Department interests can be found at the URL http://www.math.unb.ca. Applications should include full curriculum vitae and applicants should ask three or more referees to send letters of reference directly to the address below. The names and addresses (including phone and fax numbers and e-mail address) of the referees should be listed in the application. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Applications should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3; e-mail: dept@math.unb.ca. Fax: 506-453-4705. The deadline for receipt of applications is Tuesday, 15 November, 2005.

■ **STATISTICS — University of Guelph.** The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start July 1, 2006 or thereafter, at the rank of Assistant or Associate Professor in statistics. Minimum qualifications are a PhD in statistics and evidence of strong research and teaching potential at all levels. The primary criteria will be excellence in teaching and research. All areas in statistics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied statistics. Salary will be commensurate with qualifications and experience. Candidates should submit, by 15 November 2005, a curriculum vitae to: O. B. Allen, Chair, Statistics Appointments Committee, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1; Fax: (519) 837-0221; E-mail: statpos@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment will be made subject to final budgetary approval.

■ **STATISTICS — University of Winnipeg.** The Department of Mathematics & Statistics at the University of Winnipeg invites applications for a tenure-track faculty position in Statistics at the Assistant Professor level. Candidates should have a demonstrated interest and ability in undergraduate teaching and research. Subject to budgetary approval, the effective date of appointment will be July 1, 2006, or as soon afterward as possible. Salary will be commensurate with qualifications and experience. The successful candidate will participate in developing our curriculum, particularly in the areas of Experimental Design, Biological Statistics, and Statistical Computing. Practical experience in statistical consulting with researchers in other disciplines and with government or industry would be an asset. Candidates should have a PhD or be near completion. The closing date for the application is December 15, 2005. Candidates should send their curriculum vitae and the names of three references to: Dr. Jeff Babb, Chair, Department of Mathematics and Statistics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9, j.babb@uwinnipeg.ca. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

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■ **WOMEN'S STUDIES/PHILOSOPHY — University of Waterloo.** The Department of Philosophy and the Women's Studies Program at the University of Waterloo invite applications for a tenured or tenure-track joint appointment, rank open, beginning 1 July 2006. A PhD in Women's Studies or Philosophy, with a clear emphasis on a program of research, and experience in teaching feminist philosophy and interdisciplinary approaches to women's studies at the undergraduate level, are required. Candidates should be prepared to serve as Director of Women's Studies. Interested persons are invited to view the programs' websites at: www.adm.uwaterloo.ca/interdis/women and www.philosophy.uwaterloo.ca. Applicants will demonstrate ability to teach some of the required courses in Women's Studies. The University aims to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The successful applicant will be expected to develop a continuing research program, and to seek external research funding. New faculty are eligible for funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their research (preferably published), and a current CV. Applicants should also arrange for three confidential letters of reference to be forwarded to: Ms. Mary Clare, Secretary to the Joint Phil./WS Appointment Committee, PAS Building, Room 3009, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. The review of applications will begin November 1, 2005. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at www.uwaterloo.ca.

ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2006 to June 2007. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1236 Trent University. Email: kchittick@trentu.ca or swbrown@trentu.ca.

Memorial
University of Newfoundland

Going Further

TENURE-TRACK POSITIONS
Faculty of Education

Memorial University's Faculty of Education invites applications for tenure-track appointments. Ours is a dynamic and growing Faculty that supports and encourages vigorous intellectual growth, excellence and innovation in teaching and research, and engagement in academic and professional communities.

The Faculty of Education, comprising approximately 1,000 undergraduate students, 750 graduate students, 46 full-time faculty and 32 FTE staff, offers a wide variety of undergraduate and graduate programs including a doctoral program.

We expect to fill 5 faculty positions at the rank of Assistant Professor. In appropriate cases, appointments at the rank of Associate Professor may be considered. Appointments will begin July/06 or shortly thereafter (subject to budgetary approval). We are seeking applicants for tenure track positions in the following areas:

- **Mathematics Education:** EDUC-2005-007
- **Counselling Psychology:** EDUC-2005-003
- **Post-Secondary Studies/Adult Education:** EDUC-2005-001
- **Science Education:** EDUC-2005-002
- **Children's and Adolescent Literature/Early Literacy:** EDUC-2005-008

A background in Aboriginal education, quantitative methodologies, or teacher education would also be an asset.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Successful candidates will be expected to contribute to teacher education and graduate programs while actively engaging in research, scholarship and collegial collaboration.

Applications including curriculum vitae, teaching dossier (including statement of learning/teaching philosophy, courses taught if applicable, evidence of successful teaching), statement of actual/potential program of research, and the names of three referees, should be sent to:

Dr. Alice Collins, Dean
Faculty of Education, Memorial University of Newfoundland
St. John's, Newfoundland and Labrador A1B 3X8
Telephone: (709) 737-8588
Fax: (709) 737-8637
E-mail: alicec@mun.ca

Please include the reference number of the position for which you are applying (e.g., EDUC-2005-00). The Search Committee will start examining application files during the week of **November 14th** and will continue the search until positions are filled.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Further information is available at http://www.mun.ca and http://www.mun.ca/educ/.

Join BC's New University

Thompson Rivers University in Kamloops is British Columbia's newest university. It was created April 1, 2005 with the granting of full university status to the former University College of the Cariboo (UCC). Originally founded in 1970 as a community college, the new Thompson Rivers University is built on 35 years of excellence in post-secondary education and training. The main campus is located in Kamloops, a growing city of over 80,000 residents in the heart of the spectacular southern interior of BC and only a few hours by freeway from Vancouver.

With a current student population of over *9,000, this teaching-focused, comprehensive* institution offers over 40 degree options and over 50 diploma and certificate programs through its unique mix of academic, technical, applied and professional opportunities. Masters degree programs are currently under development and the institution continues to build strength in a number of research areas. In addition, Thompson Rivers University has a greatly expanded capacity for open and distance education after assuming full responsibility for the courses and programs of the British Columbia Open University and Open College.

THOMPSON RIVERS UNIVERSITY

ASSOCIATE VICE-PRESIDENT, RESEARCH AND GRADUATE STUDIES

Thompson Rivers University offers an exceptional opportunity for a talented individual to lead our ongoing development of strong research and masters-level graduate studies programs. You will work with faculty, staff, deans, and other members of the senior executive team to build strategically on our current strengths and capacity for growth in research, scholarship and creative work, and lead the development of new initiatives, especially those that support and enhance our academic and training programs. In this role, you will lead the university in the establishment and management of masters-level interdisciplinary, applied and professional graduate programming.

You will possess a record of achievement in teaching and scholarship, evidence of success in academic leadership and administration, and demonstrated ability to facilitate excellence and innovation in education and scholarly work. You will have a proven track record in research development, in obtaining public and private research support for yourself and others from provincial and national sources, and in the supervision of graduate students and the development and management of graduate programs. You will possess the interpersonal and communication skills needed to foster successful working relationships with all stakeholders.

Please direct your application, by November 30, 2005, to the Search Committee Chair, Dr. Mark Evered, Provost and Vice-President, Academic; c/o Human Resources Division.

ASSOCIATE VICE-PRESIDENT, HUMAN RESOURCES AND PLANNING

The Associate Vice-President, Human Resources and Planning will play a key strategic role in the university to develop and lead our integrated planning activities. Your ability to inform and facilitate the planning process is key to the integration of our educational and operational divisions. Your supervisory responsibility will include the Human Resources and Institutional Research divisions of TRU. You possess experience with institutional planning and human resources and can provide strategic direction and policy development as it relates to the human resources and integrated planning function. You have the ability to bring together the 'big picture' and influence and guide the university in achieving its new mandate.

Please direct your application, by November 30, 2005, to the Search Committee Chair, Mr. Cliff Neufeld, Vice-President, Administration and Finance; c/o Human Resources Division.

For job descriptions and full details, please view our careers website at:

www.tru.ca/careers

Resumes to: Ms. Shannon Joly
Human Resources Advisor
Thompson Rivers University
Box 3010, 4th Floor, Clocktower Building
Kamloops, BC V2C 5N3

Thompson Rivers University is committed to the principle of employment equity.

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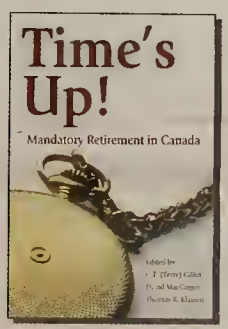

Edited by
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